

House Bill 665 (AS PASSED HOUSE AND SENATE)

By: Representatives Golick of the 34<sup>th</sup>, Roberts of the 154<sup>th</sup>, and Smith of the 129<sup>th</sup>

A BILL TO BE ENTITLED  
AN ACT

1 To amend Chapter 1 of Title 45 of the Official Code of Georgia Annotated, relating to  
2 general provisions relating to public officers and employees, so as to change certain  
3 provisions relating to complaints or information regarding fraud, waste, and abuse in state  
4 programs and operations; to provide for related matters; to repeal conflicting laws; and for  
5 other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Chapter 1 of Title 45 of the Official Code of Georgia Annotated, relating to general  
9 provisions relating to public officers and employees, is amended by striking Code Section  
10 45-1-4, relating to complaints or information regarding fraud, waste, and abuse in state  
11 programs and operations, and inserting in lieu thereof the following:

12 "45-1-4.

13 (a) As used in this Code section, the term:

14 (1) 'Government agency' means any agency of federal, state, or local government  
15 charged with the enforcement of laws, rules, or regulations.

16 (2) 'Law, rule, or regulation' includes any federal, state, or local statute or ordinance or  
17 any rule or regulation adopted according to any federal, state, or local statute or  
18 ordinance.

19 ~~(1)~~(3) 'Public employee' means any person who is employed by the executive, judicial,  
20 or legislative branch of the state or by any other department, board, bureau, commission,  
21 authority, or other agency of the state except the office of the Governor, the judicial  
22 branch, or the legislative branch.

23 ~~(2)~~(4) 'Public employer' means the executive, judicial, or legislative branch of the state  
24 and or any other department, board, bureau, commission, authority, or other agency of  
25 the state which employs or appoints a public employee or public employees except the  
26 office of the Governor, the judicial branch, or the legislative branch.

1 (5) 'Retaliate' or 'retaliation' refers to the discharge, suspension, or demotion by a public  
 2 employer of a public employee or any other adverse employment action taken by a public  
 3 employer against a public employee in the terms or conditions of employment for  
 4 disclosing a violation of or noncompliance with a law, rule, or regulation to either a  
 5 supervisor or state agency.

6 (6) 'Supervisor' means any individual:

7 (A) To whom a public employer has given authority to direct and control the work  
 8 performance of the affected public employee;

9 (B) To whom a public employer has given authority to take corrective action regarding  
 10 a violation of or noncompliance with a law, rule, or regulation of which the public  
 11 employee complains; or

12 (C) Who has been designated by a public employer to receive complaints regarding a  
 13 violation of or noncompliance with a law, rule, or regulation.

14 (b) A public employer may receive and investigate complaints or information from any  
 15 public employee concerning the possible existence of any activity constituting fraud, waste,  
 16 and abuse in or relating to any state programs and operations under the jurisdiction of such  
 17 public employer.

18 (c) Notwithstanding any other law to the contrary, such public employer shall not after  
 19 receipt of a complaint or information from a public employee disclose the identity of the  
 20 public employee without the written consent of such public employee, unless the public  
 21 employer determines such disclosure is necessary and unavoidable during the course of the  
 22 investigation. In such event, the public employee shall be notified in writing at least seven  
 23 days prior to such disclosure.

24 ~~(d) No action against any public employee shall be taken or threatened by any public~~  
 25 ~~employer who has authority to take, direct others to take, recommend, or approve any~~  
 26 ~~personnel action as a reprisal for making a complaint or disclosing information to the~~  
 27 ~~public employer unless the complaint was made or the information was disclosed with the~~  
 28 ~~knowledge that it was false or with willful disregard for its truth or falsity.~~

29 (d)(1) No public employer shall make, adopt, or enforce any policy or practice  
 30 preventing a public employee from disclosing a violation of or noncompliance with a law,  
 31 rule, or regulation to either a supervisor or a government agency.

32 (2) No public employer shall retaliate against a public employee for disclosing a  
 33 violation of or noncompliance with a law, rule, or regulation to either a supervisor or a  
 34 government agency, unless the disclosure was made with knowledge that the disclosure  
 35 was false or with reckless disregard for its truth or falsity.

36 (3) No public employer shall retaliate against a public employee for objecting to, or  
 37 refusing to participate in, any activity, policy, or practice of the public employer that the

1 public employee has reasonable cause to believe is in violation of or noncompliance with  
 2 a law, rule, or regulation.

3 (4) Paragraphs (1), (2), and (3) of this subsection shall not apply to policies or practices  
 4 which implement, or to actions by public employers against public employees who  
 5 violate, privilege or confidentiality obligations recognized by constitutional, statutory, or  
 6 common law.

7 ~~(e) Any action taken in violation of subsection (d) of this Code section shall give the~~  
 8 ~~public employee a right to have such action set aside in a proceeding instituted in the~~  
 9 ~~superior court.~~

10 (e)(1) A public employee who has been the object of retaliation in violation of this Code  
 11 section may institute a civil action in superior court for relief as set forth in paragraph (2)  
 12 of this subsection within one year after discovering the retaliation or within three years  
 13 after the retaliation, whichever is earlier.

14 (2) In any action brought pursuant to this subsection, the court may order any or all of  
 15 the following relief:

16 (A) An injunction restraining continued violation of this Code section;

17 (B) Reinstatement of the employee to the same position held before the retaliation or  
 18 to an equivalent position;

19 (C) Reinstatement of full fringe benefits and seniority rights;

20 (D) Compensation for lost wages, benefits, and other remuneration; and

21 (E) Any other compensatory damages allowable at law.

22 (f) A court may award reasonable attorney's fees, court costs, and expenses to a prevailing  
 23 public employee."

## 24 SECTION 2.

25 All laws and parts of laws in conflict with this Act are repealed.