"(a) IN GENERAL.—Not later than 180 days after the date of the enactment of this Act [Dec. 20, 2019], the Secretary of Defense shall update Department of Defense policy and guidance and the Department of Defense Supplement to the Federal Acquisition Regulation to provide specific guidance to Department of Defense employees and contractors performing a Department of Defense contract that supports United States Armed Forces deployed outside of the United States on monitoring and reporting allegations of gross violations of internationally recognized human rights.

"(b) REPORT.—Not later than 180 days after the date of the enactment of this Act [Dec. 20, 2019], the Secretary of Defense, with the concurrence of the Secretary of State, shall submit to the appropriate congressional committees a report that describes—

"(1) the policies and procedures in place to obtain information about possible cases of gross violations of internationally recognized human rights from Department of Defense contractors described in subsection (a), including the methods for tracking cases; and

"(2) the resources needed to investigate reports made pursuant to subsection (a).

"(c) FORM OF REPORT.—The report required by subsection (b) shall be submitted in unclassified form, but may include a classified annex.

"(d) DEFINITIONS.—In this section:

"(1) APPROPRIATE CONGRESSIONAL COMMITTEES.—the term "appropriate congressional committees" means—

"(A) the congressional defense committees [Committees on Armed Services and Appropriations of the Senate and the House of Representatives]; and

"(B) the Committee on Foreign Relations of the Senate and the Committee on Foreign Affairs of the House of Representatives.

"(2) GROSS VIOLATIONS OF INTERNATIONALLY RECOGNIZED HUMAN RIGHTS.—The term "gross violations of internationally recognized human rights" has the meaning given such term in subsection (d)(1) of section 502B of the Foreign Assistance Act of 1961 (22 U.S.C. 2305).

Prohibition on Contracting With Persons That Have Business Operations With the Maduro Regime


"(a) PROHIBITION.—Except as provided under subsections (c), (d), and (e), the Department of Defense may not enter into a contract for the procurement of goods or services with any person that has business operations with an authority of the Government of Venezuela that is not recognized as the legitimate Government of Venezuela by the United States Government.

"(b) EXCEPTIONS.—

"(1) IN GENERAL.—The prohibition under subsection (a) does not apply to a contract that the Secretary of Defense and the Secretary of State jointly determine—

"(A) is necessary—

"(i) for purposes of providing humanitarian assistance to the people of Venezuela;

"(ii) for purposes of providing disaster relief and other urgent life-saving measures; or

"(iii) to carry out noncombatant evacuations; or

"(B) is vital to the national security interests of the United States.

"(2) NOTIFICATION REQUIREMENT.—The Secretary of Defense shall notify the congressional defense committees [Committees on Armed Services and Appropriations of the Senate and the House of Representatives], the Committee on Foreign Affairs of the House of Representatives, and the Committee on Foreign Relations of the Senate of any contract entered into on the basis of an exception provided for under paragraph (1).

"(c) OFFICE OF FOREIGN ASSETS CONTROL LICENSES.—The prohibition in subsection (a) shall not apply to a person that has a valid license to operate in Venezuela issued by the Office of Foreign Assets Control of the Department of the Treasury.

"(d) AMERICAN DIPLOMATIC MISSION IN VENEZUELA.—The prohibition in subsection (a) shall not apply to contracts related to the operation and maintenance of the United States Government’s consular offices and diplomatic posts in Venezuela.

"(e) DEFINITIONS.—In this section:

"(1) BUSINESS OPERATIONS.—The term ‘business operations’ means engaging in commerce in any form, including acquiring, developing, maintaining, owning, selling, possessing, leasing, or operating equipment, facilities, personnel, products, services, personal property, real property, or any other apparatus of business or commerce.

"(2) GOVERNMENT OF VENEZUELA.—The term ‘Government of Venezuela’ includes the government of any political subdivision of Venezuela, and any agency or instrumentality of the Government of Venezuela. For purposes of this paragraph, the term ‘agency or instrumentality of the Government of Venezuela’ means an agency or instrumentality of a foreign state as defined in section 1603(b) of title 28, United States Code, with each reference in such section to ‘a foreign state’ deemed to be a reference to ‘Venezuela.’

"(3) PERSON.—The term ‘person’ means—

"(A) a natural person, corporation, company, business association, partnership, society, trust, or any other nongovernmental entity, organization, or group;

"(B) any governmental entity or instrumentality of a government, including a multilateral development institution (as defined in section 1501(c)(3) of the International Financial Institutions Act (22 U.S.C. 262r(c)(3))); and

"(C) any successor, subunit, parent entity, or subsidiary of, or any entity under common ownership or control with, any entity described in subparagraph (A) or (B).

"(f) APPLICABILITY.—This section shall apply with respect to any contract entered into on or after the date of the enactment of this section [Dec. 20, 2019]."

§ 4701. Contractor employees: protection from reprisal for disclosure of certain information

(a) PROHIBITION OF REPRISALS.—(1) An employee of a contractor, subcontractor, grantee, or subgrantee or personal services contractor may not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing to a person or body described in paragraph (2) information that the employee reasonably believes is evidence of the following:

(A) Gross mismanagement of a Department of Defense contract or grant, a gross waste of Department funds, an abuse of authority relating to a Department contract or grant, or a violation of law, rule, or regulation related to a Department contract (including the competition for or negotiation of a contract) or grant.

(B) Gross mismanagement of a National Aeronautics and Space Administration contract or grant, a gross waste of Administration funds, an abuse of authority relating to an Administration contract or grant, or a violation of law, rule, or regulation related to an Administration contract (including the competition for or negotiation of a contract) or grant.

(C) A substantial and specific danger to public health or safety.

(2) The persons and bodies described in this paragraph are the persons and bodies as follows:

§ 4701

A Member of Congress or a representa-
tive of a committee of Congress.

(B) An Inspector General.

(C) The Government Accountability Office.

(D) An employee of the Department of De-
fense or the National Aeronautics and Space
Administration, as applicable, responsible for
contract oversight or management.

(E) An authorized official of the Department
of Justice or other law enforcement agency.

(F) A court or grand jury.

(G) A management official or other em-
ployee of the contractor or subcontractor who
has the responsibility to investigate, discover,
or address misconduct.

(3) For the purposes of paragraph (1)—

(A) an employee who initiates or provides
evidence of contractor or subcontractor mis-
conduct in any judicial or administrative pro-
ceeding relating to waste, fraud, or abuse on a
Department of Defense or National Aero-

nautics and Space Administration contract or
goal shall be deemed to have made a disclosure
covered by such paragraph; and

(B) a reprisal described in paragraph (1) is
prohibited even if it is undertaken at the re-
quest of a Department or Administration offi-
cial, unless the request takes the form of a
non-discretionary directive and is within the
authority of the Department or Administra-
tion official making the request.

(b) INVESTIGATION OF COMPLAINTS.—(1) A per-
son who believes that the person has been sub-
ject to a reprisal prohibited by subsection (a) may
submit a complaint to the Inspector Gen-
eral of the Department of Defense, or the Inspec-
tor General of the National Aeronautics and Space
Administration in the case of a complaint
regarding the National Aeronautics and Space
Administration. Unless the Inspector General
determines that the complaint is frivolous, fails
to allege a violation of the prohibition in sub-
section (a), or has previously been addressed in
another Federal or State judicial or administra-
tive proceeding initiated by the complainant,
the Inspector General shall investigate the com-
plaint and, upon completion of such investiga-
tion, submit a report of the findings of the in-
vestigation to the person, the contractor con-
derned, and the head of the agency.

(2)(A) Except as provided under subpara-
graph (B), the Inspector General shall make a deter-
mination that a complaint is frivolous, fails to
allege a violation of the prohibition in sub-
section (a), or has previously been addressed in
another Federal or State judicial or administra-
tive proceeding initiated by the complainant or
submit a report under paragraph (1) within 180
days after receiving the complaint.

(B) If the Inspector General is unable to com-
plete an investigation in time to submit a report
within the 180-day period specified in subpara-
graph (A) and the person submitting the com-
plaint agrees to an extension of time, the In-
spector General shall submit a report under
paragraph (1) within such additional period of
time, up to 180 days, as shall be agreed upon be-
tween the Inspector General and the person sub-
mitting the complaint.

(3) The Inspector General may not respond to
any inquiry or disclose any information from or
about any person alleging the reprisal, except to
the extent that such response or disclosure is—

(A) made with the consent of the person al-
leging the reprisal;

(B) made in accordance with the provisions
of section 552a of title 5 or as required by any
other applicable Federal law; or

(C) necessary to conduct an investigation of
the alleged reprisal.

(4) A complaint may not be brought under this
subsection more than three years after the date
on which the alleged reprisal took place.

(c) REMEDY AND ENFORCEMENT AUTHORITY.—(1) Not later than 30 days after receiving an Inspector
General report pursuant to subsection (b), the head of the agency concerned shall deter-
mine whether there is sufficient basis to con-
clude that the contractor concerned has sub-
jected the complainant to a reprisal prohibited
by subsection (a) and shall either issue an order
denying relief or shall take one or more of the
following actions:

(A) Order the contractor to take affirmative
action to abate the reprisal.

(B) Order the contractor to reinstate the
person to the position that the person held be-
fore the reprisal, together with compensatory
damages (including back pay), employment
benefits, and other terms and conditions of
employment that would apply to the person in
that position if the reprisal had not been
taken.

(C) Order the contractor to pay the com-
plainant an amount equal to the aggregate
amount of all costs and expenses (including at-
torneys’ fees and expert witnesses’ fees) that
were reasonably incurred by the complainant
for, or in connection with, bringing the com-
plaint regarding the reprisal, as determined by
the head of the agency.

(2) If the head of an executive agency issues an
order denying relief under paragraph (1) or has
not issued an order within 210 days after the
submission of a complaint under subsection (b),
or in the case of an extension of time under
paragraph (b)(2)(B), not later than 30 days after
the expiration of the extension of time, and
there is no showing that such delay is due to the
bad faith of the complainant, the complainant
shall be deemed to have exhausted all adminis-
trative remedies with respect to the complaint,
and the complainant may bring a de novo action
at law or equity against the contractor to seek
compensatory damages and other relief avail-
able under this section in the appropriate dis-

cic district court of the United States, which shall
have jurisdiction over such an action without
regard to the amount in controversy. Such an
action shall, at the request of either party to
the action, be tried by the court with a jury. An
action under this paragraph may not be brought
more than two years after the date on which
remedies are deemed to have been exhausted.

(3) An Inspector General determination and an
agency head order denying relief under para-
graph (2) shall be admissible in evidence in any
de novo action at law or equity brought pursu-
ant to this subsection.

(4) Whenever a person fails to comply with an
order issued under paragraph (1), the head of the
agency shall file an action for enforcement of such order in the United States district court for a district in which the reprisal was found to have occurred. In any action brought under this paragraph, the court may grant appropriate relief, including injunctive relief, compensatory and exemplary damages, and reasonable attorney fees and costs. The person upon whose behalf an order was issued may also file such an action or join in an action filed by the head of the agency.

(5) Any person adversely affected or aggrieved by an order issued under paragraph (1) may obtain review of the order’s conformance with this subsection, and any regulations issued to carry out this section, in the United States court of appeals for a circuit in which the reprisal alleged in the order to have occurred. No petition seeking such review may be filed more than 60 days after issuance of the order by the head of the agency. Review shall conform to chapter 7 of title 5. Filing such an appeal shall not act to stay the enforcement of the order of the head of an agency, unless a stay is specifically entered by the court.

(6) The legal burdens of proof specified in section 1221(e) of title 5 shall be controlling for the purposes of any investigation conducted by an Inspector General, decision by the head of an agency, or judicial or administrative proceeding to determine whether discrimination prohibited under this section has occurred.

(7) The rights and remedies provided for in this section may not be waived by any agreement, policy, form, or condition of employment.

(d) Notification of Employees.—The Secretary of Defense and the Administrator of the National Aeronautics and Space Administration shall ensure that contractors and subcontractors of the Department of Defense and the National Aeronautics and Space Administration, as applicable, inform their employees in writing of the rights and remedies provided under this section, in the predominant native language of the workforce.

(e) Exceptions.—(1) This section shall not apply to any element of the intelligence community, as defined in section 3(4) of the National Security Act of 1947 (50 U.S.C. 3003(4)).

(2) This section shall not apply to any disclosure made by an employee of a contractor, subcontractor, or grantee of an element of the intelligence community if such disclosure—

(A) relates to an activity of an element of the intelligence community; or

(B) was discovered during contract, subcontract, or grantee services provided to an element of the intelligence community.

(f) Construction.—Nothing in this section may be construed to authorize the discharge of, demotion of, or discrimination against an employee for a disclosure other than a disclosure protected by subsection (a) or to modify or derogate from a right or remedy otherwise available to the employee.

(g) Definitions.—In this section:

(1) The term “agency” means an agency named in section 3063 of this title.


(3) The term “contract” means a contract awarded by the head of an agency.

(4) The term “contractor” means a person awarded a contract with an agency.

(5) The term “Inspector General” means an Inspector General appointed under the Inspector General Act of 1978 and any Inspector General that receives funding from, or has oversight over contracts awarded for or on behalf of, the Secretary of Defense.

(6) The term “abuse of authority” means the following:

(A) An arbitrary and capricious exercise of authority that is inconsistent with the mission of the Department of Defense or the successful performance of a Department contract or grant.

(B) An arbitrary and capricious exercise of authority that is inconsistent with the mission of the National Aeronautics and Space Administration or the successful performance of an Administration contract or grant.

(7) The term “grantee” means a person awarded a grant with an agency.


Editorial Notes

References in Text


Cross Reference


Codification

Pub. L. 99–500 is renumbered section 2409 of this title.

Subsec. (g)(1). Pub. L. 116–283, §1863(c)(1), substituted “section 3063” for “section 2333”.

Subsec. (g)(2). Pub. L. 116–283, §1863(c)(2), struck out par. (2) which defined “head of an agency”.


Amendments

2021—Pub. L. 116–283, §1863(b), renumbered section 2409 of this title as this section.

Subsec. (g)(1). Pub. L. 116–283, §1863(c)(1), substituted “section 3063” for “section 2333”.

Subsec. (g)(2). Pub. L. 116–283, §1863(c)(2), struck out par. (2) which defined “head of an agency”.


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Subsec. (g)(2). Pub. L. 116–283, §1863(c)(2), struck out par. (2) which defined “head of an agency”.


Subsec. (g)(4). Pub. L. 113–239, §856(b)(1), struck out “or a grant” after “contract”.


Subsec. (a)(1). Pub. L. 112–239, §827(a)(2), inserted “or subcontractor” after “employee of a contractor”, substituted “a person or body described in paragraph (2)” for “a Member of Congress, a representative of a committee of Congress, an Inspector General, the Government Accountability Office, a Department of Defense employee responsible for contract oversight or management”, and substituted “‘evidence of gross mismanagement of a Department of Defense contract or grant, a gross waste of Department of Defense funds, a substantial and specific danger to public health or safety, or a violation of law related to a Department of Defense contract (including the competition for or negotiation of a contract) or grant,’” and added subpars. (A) to (C).

Subsec. (g)(2). Pub. L. 112–239, §827(a)(3), added pars. (2) and (3).

Subsec. (b)(1). Pub. L. 112–239, §827(b)(1), inserted “fails to allege a violation of the prohibition in subsection (a), or has previously been addressed in another Federal or State judicial or administrative proceeding initiated by the complainant,” after “is frivolous,”.


Subsec. (c)(1)(B). Pub. L. 112–239, §827(c)(1), substituted “compensatory damages (including back pay)” for “the compensation (including back pay)”.

Subsec. (c)(2). Pub. L. 112–239, §827(c)(2), inserted at end “An action under this paragraph may not be brought more than two years after the date on which remedies are deemed to have been exhausted.”

Subsec. (c)(4). Pub. L. 112–239, §827(c)(4), substituted “compensatory and exemplary damages, and reasonable attorney fees and costs. The person upon whose behalf an order was issued may also bring such an action or join in an action filed by the head of the agency.” for “and compensatory and exemplary damages.”

Subsec. (c)(5). Pub. L. 112–239, §827(c)(5), inserted at end “Filing such an appeal shall not act to stay the enforcement of the order of the head of an agency, unless a stay is specifically entered by the court.”

Subsec. (c)(6). (7). Pub. L. 112–239, §827(c)(6), added pars. (6) and (7).


Subsec. (e). Pub. L. 112–239, §827(e), added subsec. (e). Former subsec. (e) redesignated (g).

Subsecs. (f), (g). Pub. L. 112–239, §827(d)(1), redesignated subsec. (d) and as (e) and (f), and respectively.


2008—Subsec. (a). Pub. L. 110–181, §846(a), substituted “disclosing to a Member of Congress, a representative of a committee of Congress, an Inspector General, the Government Accountability Office, a Department of Defense employee responsible for contract oversight or management,” for “disclosing to a Member of Congress and “information that the employee reasonably believes is evidence of gross mismanagement of a Department of Defense contract or grant, a gross waste of Department of Defense funds, a substantial and specific danger to public health or safety, or a violation of law related to a Department of Defense contract (including the competition for or negotiation of a contract) or grant” for “information relating to a substantial violation of law related to a contract (including the competition for or negotiation of a contract)”.

Subsec. (b). Pub. L. 110–181, §846(b), designated existing provisions as par. (1), substituted “the Department of Defense, or the Inspector General of the National Aeronautics and Space Administration in the case of a complaint regarding the National Aeronautics and Space Administration” for “an agency”, and added par. (2).

Subsec. (c)(1). Pub. L. 110–181, §846(c)(1), in introductory provisions, substituted “Not later than 30 days after receiving an Inspector General report pursuant to subsection (b), the head of the agency concerned shall determine whether there is sufficient basis to conclude that the contractor concerned has subjected the complainant to a reprisal prohibited by subsection (a) and shall either issue an order denying relief or shall” for “If the head of the agency determines that a contractor has subjected a person to a reprisal prohibited by subsection (a), the head of the agency may”.

Subsec. (c)(2) to (5). Pub. L. 110–181, §846(c)(2), (3), added pars. (2) and (3) and redesignated former pars. (2) and (3) as (4) and (5), respectively.

Subsec. (e)(4). Pub. L. 110–181, §846(d)(1), inserted “or a grant” after “and a contract”.

Subsec. (e)(5). Pub. L. 110–181, §846(d)(2), inserted “and any Inspector General that receives funding from, or has oversight over contracts awarded for or on behalf of, the Secretary of Defense” before period at end.


1994—Pub. L. 103–355, §6005(a), as amended by Pub. L. 104–106, amended section generally. Prior to amendment, subsec. (a) related to prohibition of reprisals, subsec. (b) to investigation of complaints, subsec. (c) to construction of section, and subsec. (d) to coordination of section with former section 2409a of this title.

1993—Subsec. (d). Pub. L. 102–484 amended subsec. (d) generally. Prior to amendment, subsec. (d) read as follows: “EFFECTIVE DATE.—This section shall not be in effect during the period when section 2409a of this title is in effect.”


Statutory Notes and Related Subsidaries

EFFECTIVE DATE OF 2021 AMENDMENT

Amendment by Pub. L. 116–283 effective Jan. 1, 2022, with additional provisions for delayed implementation and applicability of existing law, see section 1801(d) of Pub. L. 116–283, set out as a note preceding section 3001 of this title.

EFFECTIVE DATE OF 2013 AMENDMENT

Pub. L. 112–239, div. A, title VIII, §871(j), Jan. 2, 2013, 126 Stat. 1868, provided that: “(1) IN GENERAL.—The amendments made by this section [amending this section and former section 2324 of this title] shall take effect on the date that is 180 days after the date of the enactment of this Act [Jan. 2, 2013], and shall apply to—

“(A) all contracts awarded on or after such date;

“(B) all task orders entered on or after such date pursuant to contracts awarded before, on, or after such date; and

“(C) all contracts awarded before such date that are modified to include a contract clause providing for the applicability of such amendments.

“(2) REVISION OF SUPPLEMENTS TO THE FAR.—Not later than 180 days after the date of the enactment of this Act, the Department of Defense Supplement to the Federal Acquisition Regulation and the National Aeronautics and Space Administration Supplement to the Federal Acquisition Regulation shall each be revised to implement the requirements arising under the amendments made by this section.

“(3) INCLUSION OF CONTRACT CLAUSE IN CONTRACTS AWARDED BEFORE EFFECTIVE DATE.—At the time of any...
major modification to a contract that was awarded before the date that is 180 days after the date of the enactment of this Act, the head of the contracting agency shall make best efforts to include in the contract a contract clause providing for the applicability of the amendments made by this section to the contract.”

**Effective Date of 1996 Amendment**

**Effective Date of 1994 Amendment**
For effective date and applicability of amendment by Pub. L. 103–355, see section 10001 of Pub. L. 103–355, set out as a note under section 8752 of this title.

**Effective Date of 1992 Amendment**

**Effective Date**

“(a) In General.—The Secretary of Defense shall ensure that contractors of the Department of Defense inform their employees in writing of employee whistleblower rights and protections under section 2409 of title 10, United States Code [now 10 U.S.C. 4701], as implemented by subsection 8.9 of part I of title 48, Code of Federal Regulations.

“(b) Contractor Defined.—In this section, the term ‘contractor’ has the meaning given that term in section 2409(e)(4) of title 10, United States Code [now 10 U.S.C. 4701(e)(4)].”

### § 4702. Incentives and consideration for qualified training programs

(a) INCENTIVES.—The Secretary of Defense shall develop workforce development investment incentives for a contractor that implements a qualified training program to develop the workforce of the contractor in a manner consistent with the needs of the Department of Defense.

(b) CONSIDERATION OF QUALIFIED TRAINING PROGRAMS.—The Secretary of Defense shall revise the Department of Defense Supplement to the Federal Acquisition Regulation to require that the system used by the Federal Government to monitor or record contractor past performance includes an analysis of the availability, quality, and effectiveness of a qualified training program of an offeror as part of the past performance rating of such offeror.

(c) QUALIFIED TRAINING PROGRAM DEFINED.—The term ‘qualified training program’ means any of the following:

(1) A program eligible to receive funds under the Workforce Innovation and Opportunity Act (29 U.S.C. 3101 et seq.).

(2) A program eligible to receive funds under the Carl D. Perkins Career and Technical Education Act of 2000 (29 U.S.C. 2301 et seq.).

(3) A program registered under the Act of August 16, 1937 (commonly known as the ‘National Apprenticeship Act’; 50 Stat. 664; chapter 663; 29 U.S.C. 50 et seq.).

(4) Any other program determined to be a qualified training program for purposes of this section, and that meets the workforce needs of the Department of Defense, as determined by the Secretary of Defense.