

MEMORANDUM

January 29, 2025

To: House Office of the Whistleblower Ombuds
Attention: Rebecca Jones

From: Jason J. Hawkins, Law Librarian, jhawkins@crs.loc.gov, 7-1572

Subject: **Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws**

This memorandum responds to your request for an update to a CRS memo, “Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws” dated February 29, 2024.

Black’s Law Dictionary defines “whistleblowers” as employees that report employer wrongdoing to a governmental or law-enforcement agency.¹ Whistleblower protection acts are defined as laws that protect employees from retaliation for properly disclosing employer wrongdoing.² However, state whistleblower protection statutes vary considerably concerning who is defined as a whistleblower and the protections provided to whistleblowers.³ State statutes also provide protections for individuals reporting wrongdoing outside the employment context in areas such as child abuse, elderly and adult services, long-term care ombudsmen, public utilities, and school boards.⁴

These anti-retaliation provisions may provide protections for those who provide information concerning improper conduct or a violation of law, formally or informally, to their supervisor, employer, a member of a state legislature or a legislative committee, a regulatory agency, a law enforcement agency, or an organization or entity with the authority to investigate the reported actions. These anti-retaliation provisions may protect whistleblowers or other individuals who assist, participate, or testify in proceedings or investigations, or file petitions, complaints, or affidavits, concerning wrongdoing with a regulatory agency or law enforcement body.

This memo includes 51 tables that identify anti-retaliation provisions in laws that prohibit retaliation against whistleblowers or other individuals for all 50 states and the District of Columbia. We also identify provisions in statutes outside the employment context that provide protections for individuals or entities

¹ *Whistleblower*, BLACK’S LAW DICTIONARY (11th ed. 2019).

² *Whistleblower Act*, BLACK’S LAW DICTIONARY (11th ed. 2019).

³ Jennifer S. Bard, *What to Do When You Can’t Hear the Whistleblowing: A Proposal to Protect the Public’s Health by Providing Whistleblower Protection for Medical Researchers*, 9 IND. HEALTH L. REV. 1, 66 (2012) (“States vary widely both in the terms of who is defined as a whistleblower and what protections are available to meet the criteria.”).

⁴ Robert G. Vaughn, *State Whistleblower Statutes and the Future of Whistleblower Protection*, 51 ADMIN. L. REV. 581, 581-583 & n. 3 (1999).

reporting wrongdoing. We identify qui tam provisions in false claims statutes,⁵ and we include statutes authorizing awards for reporting wrongdoing if the statute does not otherwise contain anti-retaliation or qui tam provisions. Each table is arranged as follows:

Subject. This column provides a brief subject for the statutes listed in the table.⁶ Subjects are arranged in alphabetical order.

⁵ Like the federal False Claim Act, state false claims acts prohibit the submission of false and fraudulent claims for payment to the government. Qui tam provisions allow a private plaintiff, usually an informer, to bring a lawsuit on behalf of the government and recover a portion of the penalty. 36 AM. JUR. 2D *Forfeitures and Penalties* § 78, Westlaw (database updated Feb. 2024) and *Qui Tam Action*, BLACK'S LAW DICTIONARY (11th ed. 2019).

⁶ We created and included subjects to help readers contextualize the numerous anti-retaliation and whistleblower statutes found in state laws. However, classifying laws in this manner inherently involves subjective judgment. These subjects may not fully capture the scope of the laws and the laws may apply to more than one subject. As a result, readers should be cautious about applying these subjects more broadly. The subjects used in this memo include:

- “Agriculture and Food” - includes laws concerning crop and livestock production, and that protect individuals working in agriculture.
- “Anti-discrimination Laws” - includes laws that prohibit discrimination against individuals generally on the basis of such characteristics as race, color, religion, sex, nationality, age, disability, sexual orientation, or gender identity.
- “Buildings and Construction” - includes laws concerning building construction, elevators, moving walkways, and protecting individuals working in the construction industry.
- “Commerce and Trade” - includes laws concerning manufacturers, suppliers, wholesalers, franchises, motor vehicle dealers, and consumer protection.
- “Crime and Law Enforcement” - includes laws concerning law enforcement officers, adult and juvenile corrections, and protections for individuals reporting misconduct by law enforcement officers.
- “Education” - includes laws concerning elementary schools, secondary schools, and colleges and universities, and protections for students, teachers, faculty, and other school employees.
- “Entertainment, Gaming, and Recreation” - includes laws pertaining to country clubs and gambling.
- “Environment and Natural Resources” - includes laws pertaining to environmental cleanup and site remediation, mining, water quality, hazardous waste, solid waste, liquid fuel terminals, and environmental quality testing laboratories.
- “Estates, Probate and Trusts” - includes laws concerning unclaimed property.
- “False Claims” - includes laws prohibiting the submission of false and fraudulent claims for payment to the government.
- “Family, Medical, and Personal Leave” - includes employee leave laws.
- “Finance, Banking, Securities, and Insurance” - includes laws concerning finance, banking, securities regulation, and insurance, and protections for employees in these industries.
- “Government” - includes laws that apply to the operations of government, including the executive branch, legislative branch, and judicial branch.
- “Healthcare” - includes laws concerning the healthcare industry, medical professionals and institutions, and patient care.
- “Housing and Real Property” - includes laws concerning landlords and tenants, housing practices, home sales, and other transactions involving real property.
- “Labor and Collective Bargaining” - includes laws concerning the relationship between employee labor unions and employers.
- “Military and State Defense Forces” - includes laws concerning state military codes of justice and protections for members of the military or state defense forces.
- “Narcotics and Controlled Substances” - includes laws concerning cannabis, psilocybin, and opioid abuse and diversion.
- “Occupational Health and Safety” - includes laws concerning the safety and well-being of employees, and laws concerning the right to have information about hazardous materials in the workplace.

(continued...)

Statute. This column provides the name of the statute. We use the statute’s official popular name if provided. Otherwise, we use a name for the statute as provided by cases or secondary sources, or we use section headings and captions from the text of the statutory codes. Statutes are arranged alphabetically by name.

Anti-Retaliation Provisions. This column cites statutory provisions that prohibit retaliation. If not found, “No Statute Identified” is noted.

Private Remedy Provisions. This column cites statutory provisions that provide a private remedy for violations of statutory anti-retaliation provisions. If not found, “No Statute Identified” is noted.

Prohibits Retaliation From. This column indicates parties that are prohibited from taking retaliatory action. If not found, “Not Identified” is noted.

Protects from Retaliation. This column indicates parties that are protected from retaliatory actions. If not found, “Not Identified” is noted.

Methodology

We updated our previous memo on this topic by reviewing the statutes contained in that memo and removing repealed statutes, and correcting information for amended statutes, if necessary.⁷ We searched for recently enacted statutes or statutes not included in our previous memo by conducting searches of state statutory codes using Lexis+, reviewing various secondary sources, and searching other publicly available sources.⁸ We also added and updated the subjects used to classify statutes in the previous memo.⁹

Examples of our search terms include: *adverse action, adverse employment action, complaint, discharge, discipline, discrimination, false claims, fire, interfere, obstruction, participate, proceeding, qui tam,*

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- “Public Utilities” - includes laws concerning entities that provide public services such as gas, electricity, water, and protections for employees that work for these entities.
 - “Safety, Protection, and Care for Vulnerable Groups” - includes laws covering child abuse, behavioral health, and care for the elderly and individuals with physical or intellectual disabilities.
 - “Science, Technology, and Communications” - includes laws concerning scientific discovery, new technologies, and telecommunications, and covers such areas as biotechnology, artificial intelligence, and radio.
 - “Transportation” - includes laws concerning the movement of goods or persons by commercial carriers such as railroads or for hire vehicles, and laws concerning port authorities.
 - “Unemployment Benefits and Insurance” - includes laws concerning financial assistance provided by state agencies to unemployed individuals.
 - “Wages and Labor Standard” - includes laws concerning wages and compensation, recordkeeping, employee classification, employment of minors, and labor standards.
 - “Whistleblower Laws” - includes laws that are titled or commonly known as whistleblower acts or laws that prohibit retaliation for reporting waste, fraud, abuse, mismanagement of public funds, threats to public health or safety, or violations of law generally.
 - “Workers’ Compensation” - includes laws concerning the care and benefits for employees who are injured in the course of their employment.

⁷ We reviewed our previous memo, *Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (February 29, 2024) by Jason Hawkins.

⁸ Lexis+ is a commercial online legal research service that provides access to state and federal cases, statutes, regulations, administrative decisions, legal secondary sources, and news. Secondary sources we consulted include: James O. Castagnera, Patrick J. Cihon & Andrew P. Morriss, *TERMINATION OF EMPLOYMENT* (updated throughout 2024), Westlaw TERMEMPL; *EMPLOYMENT COORDINATOR* (updated through 2024-2025), Westlaw EMPC; *FRAUD AND ABUSE: FALSE AND FRAUDULENT CLAIMS CHART*, Bloomberg Law (generated Oct. 28, 2024); Lex K. Larson, *UNJUST DISMISSAL* (updated throughout 2024), Lexis; *STATE QUI TAM LAWS, 50 STATE STATUTORY SURVEYS*, Westlaw (Dec. 2023); and *WHISTLEBLOWING CHART*, Bloomberg Law (generated Oct. 28, 2024).

⁹ *Supra* note 6.

*reprisal, report, retaliate, testify, testimony, threaten, and whistleblower.*¹⁰ When searching Lexis, we restricted our results to statutes that were enacted or amended in 2023 or 2024 and set to take effect in 2024 or 2025. We also or used wildcards such as an exclamation point (!) at the end of a root word to instruct the database to search for all forms of a word.

Limitations

While the statutes listed in the tables below provide extensive examples of whistleblower and anti-retaliation statutes found at the state level, these are not exhaustive lists. Our results may not include recently enacted provisions that have not yet been codified in state statutory codes, and we may not have identified some statutes due to differences in the terminology used in the statutes. As a result, different search methods may yield additional statutes. Furthermore, the following statutes with anti-retaliation provisions were excluded from this survey:

- Statutes prohibiting retaliation for conduct other than providing information, submitting complaints, or participating in a proceedings or investigations, concerning improper conduct, mismanagement of public funds, violations of laws, or dangers to public health and safety.
- Statutes prohibiting retaliation for exercising rights generally when the statute does not specifically prohibit retaliation for actions such as providing information, submitting complaints, or participating in a proceedings or investigations.
- Statutes prohibiting retaliation for reporting bullying, cyber-bullying, or hazing in schools.
- Statutes requiring an entity to report instances of retaliation; adopt anti-retaliation rules or policies; or provide notice, training, or guidance concerning anti-retaliation laws or policies.

¹⁰ An example of one of our search queries is:

- ((HEADING("false claims" OR "qui tam" OR repris! OR retaliat! OR whistl!)) OR (SECTION("false claims" OR "qui tam" OR repris! OR retaliat! OR whistl!)) OR (TEXT(discrim! OR retaliat! OR whistl!)) OR (TEXT((complain! w/50 violat!) w/50 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten))) OR (TEXT((fil! OR signed OR submi!) w/50 (affidavit OR charges OR claim OR complaint OR petition OR report) w/50 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten))) OR (TEXT((disclos! OR fil! OR report! OR share) w/50 (illegal OR improper OR information OR misuse OR unlawful) w/50 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten))) OR (TEXT((give OR given OR provid!) w/50 testimony w/50 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten))) OR (TEXT(("no") +5 ("shall" OR "may") w/50 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten) w/50 (action OR claim OR complaint OR information OR oppos! OR proceeding OR report OR testify OR testimony OR wrong!))) OR (TEXT(("may not" OR "must not" OR "shall not" OR prohibt!) w/50 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten) w/50 (action OR claim OR complaint OR information OR oppos! OR proceeding OR report OR testify OR testimony OR wrong!))) OR (TEXT((institut! OR participat!) w/50 (action OR claim OR proceed!) w/50 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten))) OR (TEXT((testif! OR testimon!) w/100 ("adverse action" OR "adverse employment action" OR discharg! OR disciplin! OR discrim! OR "fire" OR "fired" OR "fires" OR "firing" OR interfer! OR obstruct! OR repris! OR retaliat! OR threaten))) AND (history(2024 OR 2025) OR (("eff." OR effective) w/10 (2023 OR 2024) w/10 (2024 OR 2025))).

- Statutes prohibiting lawsuits or threats of lawsuits to intimidate individuals from exercising rights to freedom of speech under the First Amendment of the U.S. Constitution or state constitutions.
- Statutes prohibiting retaliation against jurors.
- Statutes concerning witness tampering or witness intimidation generally.¹¹
- Statutes protecting the rights of crime victims to testify or participate in judicial proceedings.

Additionally, for each statute, CRS attempted to identify the parties prohibited from retaliating, the parties protected from retaliation, and whether the statute provided a private enforcement remedy. However, this information was not always readily apparent, and consequently, may not be included.

Finally, this survey does not cover case law that might, for example, interpret the meaning and scope of statutory terms or effect the validity of a statute.

¹¹ We do include some statutes prohibiting retaliation against individuals participating in proceedings as a witness in the context of statutes concerning abuse of children or vulnerable adults, participation in disciplinary proceedings, or codes of ethics for government officials.

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Table I. Alabama

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Alabama Age Discrimination in Employment Act	<i>Ala. Code</i> § 25-1-28	<i>Ala. Code</i> § 25-1-29	Employer, labor organization, employment agency, or joint labor-management committee	Individual
Commerce and Trade	Wholesalers and Suppliers of Wine	<i>Ala. Code</i> § 28-8A-5(12)	No Statute Identified	Supplier	Wholesaler
Education	Assistant Administrator Accountability Act	<i>Ala. Code</i> § 16-24B-57	No Statute Identified	Employing board or participating employing board	Teacher, assistant administrative officer, or contract assistant administrative officer
	Participation in Athletic Events to be Based on Biological Sex of Athletes	<i>Ala. Code</i> § 16-1-52(e)(2)	<i>Ala. Code</i> § 16-1-52(f)	Governmental entity, licensing or accrediting organization, or athletic association or organization	Student
	Teacher Accountability Act	<i>Ala. Code</i> § 16-24B-8	No Statute Identified	Employing board	Teacher, principal, or contract principal
Government	Code of Ethics for Public Officials	<i>Ala. Code</i> § 36-25-24	<i>Ala. Code</i> § 36-25-24(d)	Supervisor	Public employee
	Counties and Municipal Corporations	<i>Ala. Code</i> § 11-80-20	No Statute Identified	Supervisor	Employee (public)
	State Employees Protection Act	<i>Ala. Code</i> § 36-26A-3	<i>Ala. Code</i> § 36-26A-5	Supervisor	State employee (public)
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reports	<i>Ala. Code</i> § 26-14-3(g)	No Statute Identified	Public or private employer	Employee

	Child Labor	<i>Ala. Code</i> § 25-8-57	No Statute Identified	Person, employer, or agent of employer	Applicant, employee, former employee, individual, or person
Workers' Compensation	Worker's Compensation Law	<i>Ala. Code</i> § 25-5-11.1	No Statute Identified	Employer	Employee

Source: Compiled by CRS using the *Code of Alabama, 1975* and Alabama session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Code of Alabama, 1975* available on Lexis (current through the end of the 2024 Regular Session) and other secondary sources. November 2024.

Table 2. Alaska

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Alaska Human Rights Law	<i>Alaska Stat.</i> § 18.80.220(a)(4)	<i>Alaska Stat.</i> §§ 18.80.100(a), 18.80.130(a), 22.10.020(i)	Employer, labor organization, or employment agency	Person
False Claims	Alaska Medical Assistance False Claim and Reporting Act	<i>Alaska Stat.</i> § 09.58.070(a)	<i>Alaska Stat.</i> §§ 09.58.070, 39.90.120	Not Identified	Employee of a medical assistance provider, state employee (public)
Government	Equal Opportunity Employment Program	<i>Alaska Stat.</i> § 39.28.070(a)	No Statute Identified	Agency, officer, or state employee	Person
	Legislature and Lobbying, Standards of Conduct	<i>Alaska Stat.</i> § 24.60.035	<i>Alaska Stat.</i> § 24.60.035	Legislator or legislative employee	Person
Healthcare	Centralized Licensing and Related Administrative Procedures	<i>Alaska Stat.</i> § 47.32.090(c)	<i>Alaska Stat.</i> § 47.32.090(c)	Licensed entity	Person
	Overtime Limitation for Nurses	<i>Alaska Stat.</i> § 18.20.440	No Statute Identified	Health care facility	Nurse
Housing and Real Property	Uniform Residential Landlord and Tenant Act	<i>Alaska Stat.</i> § 34.03.310(a)(4)	<i>Alaska Stat.</i> §§ 34.03.210, 34.03.310(b)	Landlord	Tenant
Labor and Collective Bargaining	Public Employment Relations Act	<i>Alaska Stat.</i> § 23.40.110	<i>Alaska Stat.</i> § 23.40.130	Public employer or agent	Employee (public)
Military and State Defense Forces	Alaska Code of Military Justice	<i>Alaska Stat.</i> § 26.05.798	No Statute Identified	Member of the militia	Person
Occupational Health and Safety	Prevention of Accident and Health Hazards	<i>Alaska Stat.</i> § 18.60.089(a)	<i>Alaska Stat.</i> § 18.60.089(b)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Homes	<i>Alaska Stat.</i> § 47.33.350(a)	No Statute Identified	Assisted living home	Resident or resident's representative
	Office of the Long Term Care Ombudsman	<i>Alaska Stat.</i> § 44.25.360(b)	<i>Alaska Stat.</i> § 44.25.360(b)	Employer, supervisor, or public or private agency or entity that provides benefits, services, or housing to the person	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Protection of Vulnerable Adults	<i>Alaska Stat.</i> § 47.24.120(b)	No Statute Identified	Employer or supervisor of a person	Person
Transportation	Alaska Railroad Corporation Act	<i>Alaska Stat.</i> § 42.40.760(a)(4)	No Statute Identified	Corporation or its agent	Employee
Wages and Labor Standards	Alaska Wage and Hour Act	<i>Alaska Stat.</i> § 23.10.135(6)	No Statute Identified	Employer	Employee
Whistleblower Laws	Alaska Whistleblower Act	<i>Alaska Stat.</i> § 39.90.100	<i>Alaska Stat.</i> § 39.90.120	Public employer	Employee (public)

Source: Compiled by CRS using West’s *Alaska Statutes Annotated* and Alaska session laws available on Westlaw and other secondary sources. December 2023. Updated using *Alaska Statutes* available on Lexis (current through all 2024 legislation) and other secondary sources. November 2024.

Table 3. Arizona

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Employment Relations	<i>Ariz. Rev. Stat.</i> § 23-1385(A)	No Statute Identified	Agricultural employer	Agricultural employee, person
	Pesticide Control	<i>Ariz. Rev. Stat.</i> § 3-376(A)	<i>Ariz. Rev. Stat.</i> § 3-376(B), (C)	Person	Person
Anti-discrimination Laws	Arizona Civil Rights Act				
	Employment	<i>Ariz. Rev. Stat.</i> §§ 41-1461(7)(ii), 41-1464(A)	<i>Ariz. Rev. Stat.</i> § 41-1481	Employer, employment agency or joint labor-management committee, labor organization	Employees, applicants for employment, or individuals in an apprenticeship or other training or retraining program
	Public accommodations	<i>Ariz. Rev. Stat.</i> § 41-1492.10(A)	No Statute Identified	Person	Person
Crime and Law Enforcement	Adult and Juvenile Probation Officers (disciplinary action)	<i>Ariz. Rev. Stat.</i> § 38-1136(A)	No Statute Identified	Employer	Witness
	Law Enforcement Officers (disciplinary action)	<i>Ariz. Rev. Stat.</i> § 38-1106(A)	No Statute Identified	Employer	Witness
Education	Interscholastic and Intramural Athletics	<i>Ariz. Rev. Stat.</i> § 15-120.02(F)	<i>Ariz. Rev. Stat.</i> § 15-120.02(F)	School or athletic association or organization	Student
	School Employees	<i>Ariz. Rev. Stat.</i> § 15-514(D)	No Statute Identified	Governing board, school, or school district employee	Employee
	State Board of Education	<i>Ariz. Rev. Stat.</i> § 15-213(G)	<i>Ariz. Rev. Stat.</i> §§ 15-213(G) & 38-532(D), (H), (K)	School district school employee who has control over personnel actions	School district school employee
Environment and Natural Resources	Water Quality Control				
	Discrimination prohibited	<i>Ariz. Rev. Stat.</i> § 49-207(A)	<i>Ariz. Rev. Stat.</i> § 49-207(B), (C)	Person	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Information gathering and access	<i>Ariz. Rev. Stat. § 49-288(H)</i>	<i>Ariz. Rev. Stat. § 49-288(H)</i>	Person	Employee
Family, Medical, and Personal Leave	Earned Paid Sick Time	<i>Ariz. Rev. Stat. § 23-374</i>	No Statute Identified	Employer	Employees or former employees
Healthcare	Health Care Institutions	<i>Ariz. Rev. Stat. § 36-420.03(H)</i>	No Statute Identified	Health care employer	Health care worker
	Independent Oversight Committees	<i>Ariz. Rev. Stat. § 41-3803(J)</i>	No Statute Identified	Arizona state hospital's administration and employees	Patient or patient's family
	Patient Safety Reporting and Nonretaliatory Policies	<i>Ariz. Rev. Stat. § 36-450.02(A), (C)</i>	No Statute Identified	Health care institution, third-party contractor of a health care institution	Health professional
Housing and Real Property	Arizona Mobile Home Parks Residential Landlord and Tenant Act	<i>Ariz. Rev. Stat. § 33-1491(A)</i>	<i>Ariz. Rev. Stat. §§ 33-1475, 33-1491(B)</i>	Landlord	Tenant
	Arizona Residential Landlord and Tenant Act	<i>Ariz. Rev. Stat. § 33-1381(A)</i>	<i>Ariz. Rev. Stat. §§ 33-1367, 33-1381(B)</i>	Landlord	Tenant
	Recreational Vehicle Long-Term Rental Space Act	<i>Ariz. Rev. Stat. § 33-2148(A)</i>	<i>Ariz. Rev. Stat. § 33-2148(B)</i>	Landlord	Tenant
Occupational Health and Safety	Employment Practices and Working Conditions	<i>Ariz. Rev. Stat. § 23-425</i>	<i>Ariz. Rev. Stat. § 23-425(B)</i>	Person	Employee
	Smoke-free Arizona Act	<i>Ariz. Rev. Stat. § 36-601.01(F)</i>	No Statute Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services	<i>Ariz. Rev. Stat. § 46-454(L)</i>	No Statute Identified	Not Identified	Person, vulnerable adult who is the subject of a report
	Preserving the Lives of Newborn and Other Children	<i>Ariz. Rev. Stat. § 36-2282(B)</i>	No Statute Identified	Health care institution	Employee
Wages and Labor Standards	Minimum Wage and Employee Benefits	<i>Ariz. Rev. Stat. § 23-364(A)</i>	<i>Ariz. Rev. Stat. § 23-364(E), (G), (H)</i>	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	Disclosure of Information by Public Employees	<i>Ariz. Rev. Stat.</i> § 38-532	<i>Ariz. Rev. Stat.</i> § 38-532(D), (H), (K)	Employee who has control over personnel actions	Employee (public)
	Employment Protection Act	<i>Ariz. Rev. Stat.</i> § 23-1501(A)(3)(c)(ii)	<i>Ariz. Rev. Stat.</i> § 23-1501(A)(3)(b)	Employer	Employee

Source: Compiled by CRS using the *Arizona Revised Statutes Annotated* and Arizona session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Arizona Revised Statutes* available on Lexis (current through all legislation of the 56th Legislature's 2nd Regular session (2024)) and other secondary sources. November 2024.

Table 4. Arkansas

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Arkansas Civil Rights Act of 1993	<i>Ark. Code Ann.</i> § 16-123-108(a)	<i>Ark. Code Ann.</i> §§ 16-123-107(b), 16-123-108(c)	Person	Individual
Commerce and Trade	Beer-Wholesalers and Suppliers	<i>Ark. Code Ann.</i> § 3-5-1107(a)(12)	<i>Ark. Code Ann.</i> § 3-5-1106	Supplier	Wholesaler
Education	Elementary and Secondary Education	<i>Ark. Code Ann.</i> § 6-10-114(a)(2)	No Statute Identified	Member of the board of directors, administrator, or employee of a public school	Person
	Fairness in Women's Sports Act	<i>Ark. Code Ann.</i> § 6-1-107(e)(2)	<i>Ark. Code Ann.</i> § 6-1-107(e)(2)	School or athletic association or organization	Student
Environment and Natural Resources	Public Employees' Chemical Right to Know Act	<i>Ark. Code Ann.</i> § 8-7-1010	<i>Ark. Code Ann.</i> § 8-7-1015	Public employer	Public employee
False Claims	Medicaid Fraud Act ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
	Medicaid Fraud False Claims Act ^b	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Housing and Real Property	Fair Housing	<i>Ark. Code Ann.</i> § 16-123-208(1)	<i>Ark. Code Ann.</i> § 16-123-210	Person, two or more persons conspiring	Person
Military and State Defense Forces	Military Justice	<i>Ark. Code Ann.</i> § 12-64-849	No Statute Identified	Person subject to Military Code of Arkansas	Person
	Military Service Protection Act	<i>Ark. Code Ann.</i> § 12-62-807	<i>Ark. Code Ann.</i> §§ 12-62-805, 12-62-807(c)	Person or entity	Person
Occupational Health and Safety	Arkansas Clean Indoor Air Act of 2006	<i>Ark. Code Ann.</i> § 20-27-1804(b)(2)	No Statute Identified	Individual, a person, an entity, or a business subject to the smoking prohibitions	Person
	Clean Air on Campus Act of 2009	<i>Ark. Code Ann.</i> § 6-60-804(b)	No Statute Identified	Individual or campus	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Child Maltreatment Act	<i>Ark. Code Ann.</i> § 12-18-204(a)(1)(C)	No Statute Identified	Employer or supervisor of an employee identified as a mandated reporter	Mandated reporter
	Omnibus Long-Term Care Reform Act	<i>Ark. Code Ann.</i> § 20-10-1007	No Statute Identified	Long-term care facility owner, administrator, employee, or other representative	Resident or employee of a long-term care facility
Unemployment Benefits and Insurance	Division of Workforce Services Law	<i>Ark. Code Ann.</i> § 11-10-106(f)	No Statute Identified	Employing unit, officer or agent of any employing unit, person	Individual
Wages and Labor Standards	Minimum Wage Law	<i>Ark. Code Ann.</i> § 11-4-206(b)	No Statute Identified	Employer	Employee
	Wage Discrimination	<i>Ark. Code Ann.</i> § 11-4-608	No Statute Identified	Employer	Employee
Whistleblower Laws	Arkansas Whistle-Blower Act	<i>Ark. Code Ann.</i> § 21-1-603	<i>Ark. Code Ann.</i> §§ 21-1-604, 21-1-605, 21-1-606, 21-1-610	Public employer	Public employee

Source: Compiled by CRS using the *Arkansas Code Annotated* and Arkansas session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Arkansas Code of 1987 Annotated* on Lexis (current through all legislation of the 2024 Fiscal Session and the Second Extraordinary Session (2024)) and other secondary sources. November 2024.

Notes:

- a. Arkansas's Medicaid Fraud Act: *Ark. Code Ann.* §§ 5-55-101 to 5-55-115. Provisions concerning rewards for information leading to a conviction for violating Medicaid fraud laws: *Ark. Code Ann.* § 5-55-113.
- b. Arkansas's Medicaid Fraud False Claims Act: *Ark. Code Ann.* §§ 20-77-901 to 20-77-912. Provisions concerning rewards for information leading to the recovery of a civil penalty for violating the Arkansas Medicaid Fraud False Claims Act: *Ark. Code Ann.* § 20-77-903.

Table 5. California

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	California Fair Employment and Housing Act				
	Discrimination - employment	<i>Cal. Gov't Code</i> § 12940(h)	<i>Cal. Gov't Code</i> §§ 12960, 129665	Employer, labor organization, employment agency, or person	Person
	Discrimination - housing	<i>Cal. Gov't Code</i> § 12955(f)	<i>Cal. Gov't Code</i> §§ 12989.1, 12989.2	Owner of housing accommodations	Person
Crime and Law Enforcement	Administration of the State Correctional System	<i>Cal. Penal Code</i> § 6129	<i>Cal. Penal Code</i> § 6129	Member of management at the Department of Corrections and Rehabilitation	Department of Corrections and Rehabilitation employee
	Youth Bill of Rights	<i>Cal. Welf. & Inst. Code</i> § 224.71(k)	No Statute Identified	Not Identified	Youth confined in a juvenile facility
Education	Reporting by Community College Employees of Improper Governmental Activities	<i>Cal. Educ. Code</i> § 87163(a)	<i>Cal. Educ. Code</i> § 81764	Employee or person	Employee or applicant for employment with a public school employer
	Reporting by School Employees of Improper Governmental Activities	<i>Cal. Educ. Code</i> §§ 44113(a)	<i>Cal. Educ. Code</i> § 44114	Employee or person	Employee or applicant for employment with a public school employer
	Student Athlete Bill of Rights	<i>Cal. Educ. Code</i> § 67455(a)	No Statute Identified	Institution of higher education	Student athlete
	Teacher Credentialing (misassignments)	<i>Cal. Educ. Code</i> § 44258.9(g)(3)	No Statute Identified	Local educational agency	Employee
	Teacher Credentialing (misassignments)	<i>Cal. Educ. Code</i> § 44258.9(g)(3)	No Statute Identified	Local educational agency	Employee
False Claims	False Claims Act ^a	<i>Cal. Gov't Code</i> § 12653(a)	<i>Cal. Gov't Code</i> §§ 12653(b), 12655	Not Identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Paid Sick Days	<i>Cal. Lab. Code</i> § 246.5(c)	<i>Cal. Lab. Code</i> § 248.5	Employer	Employee
	Reproductive Loss Leave (California Fair Employment and Housing Act)	<i>Cal. Gov't Code</i> § 12945.6(c)	<i>Cal. Gov't Code</i> §§ 12960, 129665	Employer	Individual

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Finance, Banking, Securities, and Insurance	Insurance Frauds Prevention Act ^b	<i>Cal. Ins. Code</i> § 1871.7(k)	<i>Cal. Ins. Code</i> § 1871.7(k)	Employer	Employee
Government	Commission on Judicial Performance (judicial discipline)	<i>Cal. Const.</i> art. VI, § 18	No Provision Identified	Employer, public or private	Person
	Disclosure of Information: Local Government	<i>Cal. Gov't Code</i> § 53298(a)	<i>Cal. Gov't Code</i> § 53298.5(b)	Local agency officer, manager, or supervisor (public)	Employee or applicant for employment (public)
	Remote Technology in Court Proceedings				
	Juvenile justice proceedings (repeal eff. Jan. 1, 2027)	<i>Cal. Welf. & Inst. Code</i> § 679.5(o)	No Statute Identified	Trial court	Official reporter or an official reporter pro tempore
	Remote court reporting (repeal eff. June 1, 2027)	<i>Cal. Gov't Code</i> § 69959.5(b)(6)	No Statute Identified	Trial court	Court reporter
	Remote technology (repeal eff. Jan. 1, 2027)	<i>Cal. Code Civ. Proc.</i> § 367.76(p)	No Statute Identified	Trial court	Official reporter or an official reporter pro tempore
Healthcare	California Fair Employment and Housing Act (reporting neglect or abuse of persons in health or community care facilities)	<i>Cal. Gov't Code</i> § 12940(g)	<i>Cal. Gov't Code</i> §§ 12960, 129665	Employer, labor organization, employment agency, or person	Person
	Medi-Cal Program Fraud ^c	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Housing and Real Property	Hiring of Real Property	<i>Cal. Civ. Code</i> § 1942.5(a)	<i>Cal. Civ. Code</i> § 1942.5(h)	Lessor	Lessee
Labor and Collective Bargaining	Higher Education Employer - Employee Relations				
	Unlawful employee organization practices	<i>Cal. Gov't Code</i> §§ 3563.2(a), 3571.1(b)	<i>Cal. Gov't Code</i> § 3563.3	Employee organization	Employee
	Unlawful employer practices	<i>Cal. Gov't Code</i> §§ 3563.2(a), 3571(a)	<i>Cal. Gov't Code</i> § 3563.3	Higher education employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety Safety, Protection, and Care for Vulnerable Groups	Judicial Council Employer-Employee Relations Act				
	Unlawful actions by employee organizations	<i>Cal. Gov't Code</i> §§ 3524.55(a), 3524.72(b)	<i>Cal. Gov't Code</i> § 3524.55(c)	Employee organization	Employee (public)
	Unlawful actions by Judicial Council	<i>Cal. Gov't Code</i> §§ 3524.55(a), 3524.71(a)	<i>Cal. Gov't Code</i> § 3524.55(c)	Judicial Council	Employee (public)
	Legislature Employer-Employee Relations Act				
	Unlawful employee organization activities	<i>Cal. Gov't Code</i> §§ 3599.55(a), 3599.70(b) (eff. July 1, 2026)	<i>Cal. Gov't Code</i> § 3599.55(c) (eff. July 1, 2026)	Employer (legislative)	Employee (legislative)
	Unlawful employer activities	<i>Cal. Gov't Code</i> §§ 3599.55(a), 3599.69(a) (eff. July 1, 2026)	<i>Cal. Gov't Code</i> § 3599.55(c) (eff. July 1, 2026)	Employee organization	Employee (legislative)
	Public Educational Employment				
	Unlawful acts by employee organization	<i>Cal. Gov't Code</i> §§ 3541.5(a), 3543.6(b)	<i>Cal. Gov't Code</i> § 3541.5(c)	Employee organization	Employee
	Interference by public school employer	<i>Cal. Gov't Code</i> §§ 3541.5(a), 3543.5(a)	<i>Cal. Gov't Code</i> § 3541.5(c)	Public school employer	Employee
	Ralph C. Dills Act (State Employer-Employee Relations)				
	Unlawful actions by employee organizations	<i>Cal. Gov't Code</i> §§ 3519.5(b), 3514.5(a)	<i>Cal. Gov't Code</i> § 3514.5(c)	Employee organization	Employee (public)
	Unlawful actions by State	<i>Cal. Gov't Code</i> §§ 3519(a), 3514.5(a)	<i>Cal. Gov't Code</i> § 3514.5(c)	State	Employee (public)
	Safety in Employment	<i>Cal. Lab. Code</i> § 6310	<i>Cal. Lab. Code</i> §§ 6310(b), 6312	Person	Employee
	California Child Day Care Act	<i>Cal. Health & Safety Code</i> § 1596.881	<i>Cal. Health & Safety Code</i> § 1596.882	Employer	Employee
	Continuing Care Contracts	<i>Cal. Health & Safety Code</i> § 1771.7(f), (g)	No Statute Identified	Not Identified	Resident of a continuing care retirement community

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	California Residential Care Facilities for the Elderly Act	<i>Cal. Health & Safety Code</i> § 1569.269(4), (11)	No Statute Identified	Not Identified	Residents of residential care facilities for the elderly
	Long-Term Health Facilities	<i>Cal. Health & Safety Code</i> § 1432(a)	<i>Cal. Health & Safety Code</i> § 1430	Licensee	Complainant, patient, or employee
	Medical Foster Homes for Veterans	<i>Cal. Health & Safety Code</i> § 1568.271(c)	No Statute Identified	Licensee or employee of the licensee	Employee or person
	Office of Youth and Community Restoration	<i>Cal. Welf. & Inst. Code</i> § 2200.2(f)(3)	No Statute Identified	Not Identified	Complainant
	Equal Wage Rates	<i>Cal. Lab. Code</i> § 1197.5(k)(1)	<i>Cal. Lab. Code</i> § 1197.5(k)(2)	Employer	Employee
	Fast Food	<i>Cal. Lab. Code</i> § 1476(a)	No Statute Identified	Fast food restaurant operator	Employee
	Freelance Worker Protection Act	<i>Cal. Bus. & Prof. Code</i> § 18105(b)	<i>Cal. Bus. & Prof. Code</i> § 18106	Hiring party	Freelance worker
	Grocery Workers	<i>Cal. Lab. Code</i> § 2509	<i>Cal. Lab. Code</i> § 2510	Employer	Employee
	Labor Standards	<i>Cal. Lab. Code</i> § 98.6(a)	<i>Cal. Lab. Code</i> § 98.7	Person	Employee or applicant for employment
	Rehiring and retention of displaced workers due to the COVID-19 pandemic (<i>repeal eff. Dec. 31, 2025</i>)	<i>Cal. Lab. Code</i> § 2810.8(c)	<i>Cal. Lab. Code</i> § 2810.8(d)	Employer	Laid off employee
Whistleblower Laws	Wages	<i>Cal. Lab. Code</i> § 232(c)	No Statute Identified	Employer	Employee
	Working Conditions	<i>Cal. Lab. Code</i> § 232.5(c)	No Statute Identified	Employer	Employee
	California Labor Code	<i>Cal. Lab. Code</i> § 1102.5(b)	<i>Cal. Lab. Code</i> §§ 1102.5 to 1102.61	Employer, or any person acting on behalf of the employer	Employee
	California Military Whistleblower Protection Act California Whistleblower Protection Act	<i>Cal. Mil. & Vet. Code</i> § 56(b)	No Statute Identified	Person	Member of the California Military Department

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	California State University employee	<i>Cal. Gov't Code</i> § 8547.12	<i>Cal. Gov't Code</i> § 8547.12	Person	University employee, including an officer or faculty member, or applicant for employment
	Judicial employees	<i>Cal. Gov't Code</i> § 8547.13	<i>Cal. Gov't Code</i> § 8547.13	Person	Employee (public) or applicant for employment
	State employees	<i>Cal. Gov't Code</i> § 8547.8	<i>Cal. Gov't Code</i> § 8547.8	Person	State employee (public) or applicant for state employment
	University of California employees	<i>Cal. Gov't Code</i> § 8547.10	<i>Cal. Gov't Code</i> § 8547.10	Person	University of California employee, officer or faculty member, or applicant for employment
	Use of official authority or influence to interfere with disclosures	<i>Cal. Gov't Code</i> § 8547.3(a)	<i>Cal. Gov't Code</i> §§ 8547.3(c), 19683	Employee (public)	Person
	Use of official authority or influence by University of California employee to interfere with disclosures	<i>Cal. Gov't Code</i> § 8547.11(a)	<i>Cal. Gov't Code</i> § 8547.11(c)	University of California employee, including an officer or faculty member	Person
	Legislative Employee Whistleblower Protection Act	<i>Cal. Gov't Code</i> § 9149.33(a)	<i>Cal. Gov't Code</i> § 9149.35	Member of the Legislature or legislative employee	Legislative employee
	Whistleblower Protection Act	<i>Cal. Gov't Code</i> § 9149.23(a)	<i>Cal. Gov't Code</i> § 9149.23(b)	Employee (public)	Person

Source: Compiled by CRS using West's Annotated California Codes and California session laws available on Westlaw and other secondary sources. December 2023. Updated using *Deering's California Codes Annotated* available on Lexis (current through all legislation of the 2024 Regular and Special sessions) and other secondary sources. January 2025.

Notes:

- a. Qui tam provisions under California's False Claims Act: *Cal. Gov't Code* § 12652.
- b. Qui tam provisions under California's Insurance Fraud Preventions Act: *Cal. Ins. Code* § 1871.7(e)-(g).
- c. Section 14107.12 of the California Welfare & Institutions Code authorizes rewards for information leading to the recovery of at least \$100 of public funds "paid for services or goods rendered under the Medi-Cal program due to an act or omission by an individual or entity from which recovery is sought and that is the basis of a conviction of a Medi-Cal provider of services or goods."

Table 6. Colorado

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural employers	<i>Colo. Rev. Stat.</i> § 8-2-206(3)(a)	<i>Colo. Rev. Stat.</i> § 8-2-206(3)(c)	Agricultural employer	Person, agricultural employee
	Labor Conditions for Agricultural Workers	<i>Colo. Rev. Stat.</i> §§ 8-2-206(3)(a), 8-13.5-204(10)	<i>Colo. Rev. Stat. Ann.</i> § 8-13.5-204	Agricultural employer	Aggrieved agricultural worker or whistleblower
Anti-discrimination Laws	Colorado Anti-Discrimination Act				
	Discrimination - disability	<i>Colo. Rev. Stat.</i> § 24-34-802(1)(a)	<i>Colo. Rev. Stat.</i> § 24-34-802(2)	Person	Individual or group of individuals
	Discrimination - employment	<i>Colo. Rev. Stat.</i> § 24-34-402	<i>Colo. Rev. Stat.</i> §§ 24-34-306, 24-34-405	Employer	Person
	Discrimination - places of public accommodation	<i>Colo. Rev. Stat.</i> § 24-34-601(2.5)	<i>Colo. Rev. Stat.</i> §§ 24-34-306(9), 24-34-602 to 24-34-605	Person	Individual or group
Crime and Law Enforcement	Law Enforcement Integrity	<i>Colo. Rev. Stat.</i> § 24-31-906(1)	No Statute Identified	Peace officer's employer or the employer's agent	Peace officer
	Use of Force by Peace Officers	<i>Colo. Rev. Stat.</i> § 18-8-802(c)	No Statute Identified	Member of a law enforcement agency	Peace officer
	Using or Directing Administration of Ketamine	<i>Colo. Rev. Stat.</i> § 18-8-805(2)(a)(III)	No Statute Identified	Peace officer	Emergency medical service provider
Environment and Natural Resources	Mobile Home Water Quality	<i>Colo. Rev. Stat.</i> § 25-8-1007(3)(c)	<i>Colo. Rev. Stat.</i> §§ 38-12-203(3), 38-12-220	Park owner	Park resident
False Claims	Colorado False Claims Act ^a	<i>Colo. Rev. Stat.</i> § 24-31-1204(8)(b)	<i>Colo. Rev. Stat.</i> § 24-31-1204(8)(d)	Defendant or other person	Employees, contractors, or agents
	Colorado Medicaid False Claims Act ^b	<i>Colo. Rev. Stat.</i> § 25.5-4-306(7)	<i>Colo. Rev. Stat.</i> § 25.5-4-306(7)	Defendant or other person	Employee, contractor, or agent
Family, Medical, and Personal Leave	Healthy Families and Workplaces Act	<i>Colo. Rev. Stat.</i> § 8-13.3-407(2)(a)	<i>Colo. Rev. Stat.</i> § 8-13.3-411	Employer	Employee or former employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Finance, Banking, Securities, and Insurance	Paid Family and Medical Leave Insurance Act	<i>Colo. Rev. Stat.</i> §§ 8-13.3-503(17), 8-13.3-509(4)	<i>Colo. Rev. Stat.</i> § 8-13.3-509(6)	Employer, employment agency, employee organization or other person	Person
	Examinations	<i>Colo. Rev. Stat.</i> § 10-1-207(5)	<i>Colo. Rev. Stat.</i> § 10-1-207(6)	Insurer	Employee
	Market Conduct	<i>Colo. Rev. Stat.</i> § 10-1-307(5)(a)	<i>Colo. Rev. Stat.</i> § 10-1-307(5)(b)-(d)	Company	Employee
Government	Colorado Partnership for Quality Jobs and Services Act	<i>Colo. Rev. Stat.</i> § 24-50-1111(7)(d)	<i>Colo. Rev. Stat.</i> § 24-50-1113	State of Colorado and its designees and agents	Covered employee (public employee)
	Commission on Judicial Discipline	<i>Colo. Rev. Stat.</i> § 13-5.3-106(6)(b)(III)	No Statute Identified	Colorado state judicial department	Person communicating with the commission on judicial discipline
Healthcare	Private Enterprise Employee Protection	<i>Colo. Rev. Stat.</i> § 24-114-102	<i>Colo. Rev. Stat.</i> § 24-114-103	Appointing authority or supervisor of a private enterprise under contract with a state agency	Employee
	Colorado Medical Assistance Act	<i>Colo. Rev. Stat.</i> § 25.5-4-107	No Statute Identified	Minnesota Department of Health Care Policy and Financing	Member or someone acting on behalf of a member
	Health-Care Workers	<i>Colo. Rev. Stat.</i> § 8-2-123(2)(a)	No Statute Identified	Health-care provider	Health-care worker
	Intimate Examinations of Sedated or Unconscious Patients				
	Health-Care Professions and Occupations	<i>Colo. Rev. Stat.</i> § 12-30-122(4)(a)	No Statute Identified	Licensee, student, or trainee	Individual, whistleblower
	Hospitals	<i>Colo. Rev. Stat.</i> § 25-3-130(4)(a)	No Statute Identified	Health-care facility	Individual, whistleblower
Housing and Real Property	Housing Practices	<i>Colo. Rev. Stat.</i> § 24-34-502(e)	<i>Colo. Rev. Stat.</i> § 24-34-505.6	Person	Person
	Immigrant Tenant Protection Act	<i>Colo. Rev. Stat.</i> § 38-12-1203(c)(II)	<i>Colo. Rev. Stat.</i> § 38-12-1205	Landlord	Tenant

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Labor and Collective Bargaining	Mobile Home Park Act	<i>Colo. Rev. Stat.</i> § 38-12-212.5(1), (2)(a)-(b), (4.5)	<i>Colo. Rev. Stat.</i> § 38-12-220	Management	Person
	Mobile Home Park Act Dispute Resolution and Enforcement Program	<i>Colo. Rev. Stat.</i> §§ 12-212.5(4.5), 38-12-1105(13)	No Statute Identified	Landlord	Home owner or resident
	Tenants and Landlords	<i>Colo. Rev. Stat.</i> § 38-12-509(1)	<i>Colo. Rev. Stat.</i> § 38-12-509(2)	Landlord	Tenant
	Collective Bargaining by County Employees	<i>Colo. Rev. Stat.</i> § 8-3.3-115(e)	No Statute Identified	County, its representatives, its agents, or anyone acting on behalf of the county	County employee
	Protections for Public Workers Act	<i>Colo. Rev. Stat.</i> § 29-33-104(3)	<i>Colo. Rev. Stat.</i> § 29-33-105	Public employer	Public employee
	Labor Peace Act	<i>Colo. Rev. Stat.</i> § 8-3-108(h)	<i>Colo. Rev. Stat.</i> § 8-3-121	Employer	Any employee
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Residences	<i>Colo. Rev. Stat.</i> § 25-27-104.3(4)(a)	No Statute Identified	Assisted living residence	Resident
	Bill of Rights for Youth in a Juvenile Facility	<i>Colo. Rev. Stat.</i> § 19-2.5-1502.5(4)(c)	No Statute Identified	Not Identified	Youth detained or committed to the care and physical custody of a juvenile facility operated by the Colorado Department of Human Services
	Care and Treatment of Persons with Mental Health Disorders				
	Emergency mental health hold	<i>Colo. Rev. Stat.</i> § 27-65-106(10)(c)	No Statute Identified	Facility	Detained person or employee
	Short-term treatment or long-term care and treatment	<i>Colo. Rev. Stat.</i> § 27-65-119(6)	No Statute Identified	Facility	Person, employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Colorado Long-term Care Ombudsman Act	<i>Colo. Rev. Stat.</i> § 26-11.5-109(2)	<i>Colo. Rev. Stat.</i> § 26-11.5-109(4)	Person	Resident eligible for ombudsman services pursuant to this act; officer or employee of a facility or governmental agency providing services to residents of long-term care facilities; PACE participant [nonprofit or for-profit program of all-inclusive care for the elderly]; or officer or employee of a program, organization, facility, or governmental agency providing services to PACE participants
	Community Living	<i>Colo. Rev. Stat.</i> § 25.5-10-240	<i>Colo. Rev. Stat.</i> § 25.5-10-236	Not Identified	Person
	Protections for Youth in Foster Care	<i>Colo. Rev. Stat.</i> § 19-7-101(2)(a)(IV)	No Statute Identified	Not Identified	Child or youth in foster care or participating in the foster youth in transition program
	Protective Services for at-Risk Adults	<i>Colo. Rev. Stat.</i> § 26-3.1-102(6)	No Statute Identified	Person	Person
Science, Technology, and Communications	Artificial Intelligence Impact Task Force	<i>Colo. Rev. Stat.</i> § 2-3-1707(f) (<i>sunsets Sept. 1, 2027</i>)	No Statute Identified	Employer	Worker
Transportation	Community Rail Safety Advisory Committee	<i>Colo. Rev. Stat.</i> § 40-20-312(4)	No Statute Identified	Employer	Employee
	Reserved Parking for Persons with Disabilities				
	Employer	<i>Colo. Rev. Stat.</i> § 42-4-1208(h)	No Statute Identified	Employer	Employee
	Landlord	<i>Colo. Rev. Stat.</i> § 42-4-1208(6)(i)	No Statute Identified	Landlord	Tenant

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	Colorado Youth Employment Opportunity Act	<i>Colo. Rev. Stat.</i> §§ 8-4-120(1)(a), 8-12-118	<i>Colo. Rev. Stat.</i> § 8-4-120(3)	Employer	Individual
	Direct Care Workforce Stabilization Board Act	<i>Colo. Rev. Stat.</i> § 8-7.5-106	No Statute Identified	Direct care employer	Direct care consumer
	Equal Pay for Equal Work Act	<i>Colo. Rev. Stat.</i> § 8-5-102(2)	<i>Colo. Rev. Stat.</i> §§ 8-5-103 to 8-5-104	Employer	Employee
	Minimum Wages of Workers	<i>Colo. Rev. Stat.</i> § 8-6-115	No Statute Identified	Employer	Employee
	Prevailing Wage for Public Projects	<i>Colo. Rev. Stat.</i> § 24-92-210(8)	<i>Colo. Rev. Stat.</i> §§ 24-92-209 to 24-92-210	Employer	Employee or former employee
	Wages	<i>Colo. Rev. Stat.</i> § 8-4-120	<i>Colo. Rev. Stat.</i> § 8-4-120(3)	Employer	Employee
Whistleblower Laws	Colorado's Whistleblower Act	<i>Colo. Rev. Stat.</i> §§ 24-50.5-102, 24-50.5-103	<i>Colo. Rev. Stat. Ann.</i> §§ 24-50.5-104 to 24-50.5-105	Appointing authority or supervisor (public)	Employee (public)
	Public Health Emergency Whistleblower Act ^c	<i>Colo. Rev. Stat.</i> § 8-14.4-102	<i>Colo. Rev. Stat.</i> § 8-14.4-107	Principal	Worker

Source: Compiled by CRS using West's *Colorado Revised Statutes Annotated* and Colorado session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Colorado Revised Statutes Annotated* available on Lexis (current through all legislation from the 2024 Regular Session and the Second Extraordinary Session (2024)) and other secondary sources. December 2024.

Notes:

- a. Colorado False Claims Act qui tam provisions: *Colo. Rev. Stat.* § 24-31-1204.
- b. Colorado Medicaid False Claims Act false claims qui tam provisions: *Colo. Rev. Stat.* § 8-14.4-107.
- c. Public Health Emergency Whistleblower Act qui tam provisions: *Colo. Rev. Stat.* § 8-14.4-107.

Table 7. Connecticut

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Connecticut Fair Employment Practices Act	<i>Conn. Gen. Stat.</i> § 46a-60(4)	<i>Conn. Gen. Stat.</i> §§ 46a-82 to 46a-104	Person, employer, labor organization or employment agency	Person
Crime and Law Enforcement	Department of Correction				
	Reporting of use of unreasonable, excessive or illegal force	<i>Conn. Gen. Stat.</i> § 18-81nn(c)	<i>Conn. Gen. Stat.</i> §§ 4-61dd(e), 18-81nn(c)	Department of Correction, employee of the Department of Correction	Correction officer
	Office of the Correction Ombuds	<i>Conn. Gen. Stat.</i> § 18-81qq(l)	No Statute Identified	No state or municipal agency	Employee
	Police Departments	<i>Conn. Gen. Stat.</i> § 7-282e(a)(3)	<i>Conn. Gen. Stat.</i> §§ 4-61dd, 7-282e(a)(3), 31-51m	Law enforcement unit employing a police officer	Police officer
Education	Teachers	<i>Conn. Gen. Stat.</i> § 10-153e(b), (c)	No Statute Identified	Local board of education or its representatives, organization of certified professional employees	Certified professional employee
False Claims	Connecticut False Claims Act ^a	<i>Conn. Gen. Stat.</i> § 4-284	<i>Conn. Gen. Stat.</i> §§ 4-277 to 4-279, 4-284	Not Identified	Employee, contractor, or agent.
Family, Medical, and Personal Leave	Connecticut Family and Medical Leave Act	<i>Conn. Gen. Stat.</i> § 31-51pp	<i>Conn. Gen. Stat.</i> § 31-51pp(d)-(f)	Employer	Employee
	Paid Sick Leave	<i>Conn. Gen. Stat.</i> § 31-57v(a)	<i>Conn. Gen. Stat.</i> § 31-57v(c)	Employer	Employee
Government	Code of Ethics for Lobbyists	<i>Conn. Gen. Stat.</i> § 1-93(e)	No Statute Identified	Person	Individual
	Code of Ethics for Public Officials	<i>Conn. Gen. Stat.</i> § 1-82(e)	No Statute Identified	Person	Individual
	Office of the Victim Advocate	<i>Conn. Gen. Stat.</i> § 46a-13e(b)	No Statute Identified	State or municipal agency	Employee (public)
	Quasi-Public Agencies ^b	<i>Conn. Gen. Stat.</i> § 1-125a(b)	No Statute Identified	Quasi-public agency	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Healthcare	State Contracts	<i>Conn. Gen. Stat.</i> § 31-57e(f)(5)	<i>Conn. Gen. Stat.</i> § 31-57e(f)(4)	Tribe	Individual
	Adverse Event Reporting	<i>Conn. Gen. Stat.</i> § 19a-127n(g)	No Statute Identified	Hospital or outpatient surgical facility	Employee, applicant for employment or health care provider
	Health Care Institutions				
	Health care facility	<i>Conn. Gen. Stat.</i> § 19a-498a(b)	<i>Conn. Gen. Stat.</i> § 19a-498a(c), (d)	Health care facility	Employee
	Nursing home facility or residential care home	<i>Conn. Gen. Stat.</i> § 19a-532	<i>Conn. Gen. Stat.</i> § 19a-532	Nursing home facility or residential care home	Resident of any nursing home facility or residential care home, or any relative, guardian, conservator or sponsoring agency thereof; employee of any nursing home facility or residential care home; person
Housing and Real Property	Health Insurance: Preferred Provider Networks	<i>Conn. Gen. Stat.</i> § 38a-479ff	<i>Conn. Gen. Stat.</i> § 38a-479ff	Health insurer, health care center, utilization review company	Enrollee, provider or employee
	Nurse Staffing Plans	<i>Conn. Gen. Stat.</i> § 19a-89e(j)	No Statute Identified	Hospital	Registered nurse
	Municipal Powers	<i>Conn. Gen. Stat.</i> § 7-148d(b)	<i>Conn. Gen. Stat.</i> §§ 7-148d(b), 7-148k	Landlord	Tenant
	Rights and Responsibilities of Landlord and Tenant	<i>Conn. Gen. Stat.</i> § 47a-20	No Statute Identified	Landlord	Tenant
Labor and Collective Bargaining	Collective Bargaining for State Employees	<i>Conn. Gen. Stat.</i> § 5-272(a)	<i>Conn. Gen. Stat.</i> § 5-274(a), (b)	Employers or their representatives or agents	Employee (public)
	Labor Relations Act	<i>Conn. Gen. Stat.</i> § 31-105(8)	<i>Conn. Gen. Stat.</i> § 31-107	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Municipal Employees	<i>Conn. Gen. Stat. § 7-470(a)</i>	<i>Conn. Gen. Stat. § 7-471(5)</i>	Municipal employers or their representatives or agents	Employee (public)
Occupational Health and Safety	Connecticut Occupational Safety and Health Act	<i>Conn. Gen. Stat. § 31-379</i>	<i>Conn. Gen. Stat. § 31- 379(b)-(d)</i>	Person	Employee
Public Utilities	Public Service Companies	<i>Conn. Gen. Stat. § 16-8a</i>	<i>Conn. Gen. Stat. § 16-8a(c)-(d)</i>	Public service company, holding company, person involved in the transportation of gas, Nuclear Regulatory Commission licensee or person, firm, corporation, contractor or subcontractor providing service	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse or Neglect	<i>Conn. Gen. Stat. § 31-51m(b)</i>	<i>Conn. Gen. Stat. § 31- 51m(c)</i>	Employer	Employee
	Dependent and Neglected Children	<i>Conn. Gen. Stat. § 17a-101e(a)</i>	No Statute Identified	Employer	Employee
	Office of the Child Advocate	<i>Conn. Gen. Stat. § 46a-13n(b)</i>	No Statute Identified	State or municipal agency or any agency or entity providing publicly funded services	Employee
	Office of the Long-Term Care Ombudsman				
	Assistance from outside persons or entities	<i>Conn. Gen. Stat. § 17a-878(b)</i>	No Statute Identified	Person or entity	Resident, employee or other person
	Long-term care facilities	<i>Conn. Gen. Stat. § 17a-412(f)</i>	<i>Conn. Gen. Stat. §§ 17a-412(f), 19a-532, 31-51m(c)</i>	Not Identified	Person
	Persons with Psychiatric Disabilities	<i>Conn. Gen. Stat. § 17a-488(h)</i>	No Statute Identified	Not Identified	Person
	Protection and Advocacy for Persons with Disabilities	<i>Conn. Gen. Stat. § 46a-11b(e)</i>	No Statute Identified	Not Identified	Resident or employee of a facility

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Protective Services for the Elderly	<i>Conn. Gen. Stat.</i> § 17b-451(e)	<i>Conn. Gen. Stat.</i> §§ 17b-451, 19a-532, 31-51m(c)	Not Identified	Person
Unemployment Benefits and Insurance	Unemployment Compensation	<i>Conn. Gen. Stat.</i> § 31-226a	<i>Conn. Gen. Stat.</i> § 31-226a(b)-(c)	Employer	Employee
Wages and Labor Standards	Protection of Employees				
	Interns	<i>Conn. Gen. Stat.</i> § 31-40y(b)(3)	<i>Conn. Gen. Stat.</i> §§ 46a-82 to 46a-84	Employer	Intern
	Personal online accounts	<i>Conn. Gen. Stat.</i> § 31-40x(b)(4)	<i>Conn. Gen. Stat.</i> § 31-40x(f)-(g)	Employer	Employee or applicant
	Rehiring laid off employees	<i>Conn. Gen. Stat.</i> § 31-40aa(h)	<i>Conn. Gen. Stat.</i> § 31-40aa(j)	Employer	Individual
	Wages				
	Discrimination in compensation on the basis of sex	<i>Conn. Gen. Stat.</i> § 31-75(c)	<i>Conn. Gen. Stat.</i> §§ 31-75(c), 31-76	Employer	Person
	Minimum wages and preference for state citizen in public building contracts	<i>Conn. Gen. Stat.</i> § 31-69b	<i>Conn. Gen. Stat.</i> § 31-69b(b)	Employer	Employee
Whistleblower Laws	Corporate Accountability	<i>Conn. Gen. Stat.</i> § 33-1336(a)	<i>Conn. Gen. Stat.</i> § 33-1336(b)	Officer, employee, contractor, subcontractor or agent of a corporation organized or licensed to do business in the state	Employee
	Protection of Employees				
	Discloses employer's illegal activities or unethical practices	<i>Conn. Gen. Stat.</i> § 31-51m(b)	<i>Conn. Gen. Stat.</i> § 31- 51m(c)	Employer	Employee
	Discloses employer's illegal activities or unethical	<i>Conn. Gen. Stat.</i> § 31-51m(b)	<i>Conn. Gen. Stat.</i> § 31- 51m(c)	Municipal employer	Municipal employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	practices (municipal employees) Whistleblowing by State Employees	<i>Conn. Gen. Stat.</i> § 4-61dd(e)	<i>Conn. Gen. Stat.</i> § 4- 61dd(e)	State officer or employee, quasi-public agency officer or employee, officer or employee of a large state, appointing authority	State or quasi-public agency employee or any employee of a large state contractor
Workers' Compensation	Workers' Compensation Act	<i>Conn. Gen. Stat.</i> § 31-290a(a)	<i>Conn. Gen. Stat.</i> § 31-290a(b)	Employer	Employee

Source: Compiled by CRS using the *Connecticut General Statutes Annotated* and Connecticut session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Connecticut Annotated Statutes* available on Lexis (current through 2024 Regular Session approved on or before July 1, 2024) and other secondary sources. November 2024.

Notes:

- a. Qui tam provisions under Connecticut's statutes concerning False Claims and Other Prohibited Acts Under State-Administered Health or Human Services Programs: *Conn. Gen. Stat.* §§ 4-277 to 4-283.
- b. Prohibits quasi-public agencies from including provisions in nondisparagement or settlement agreements that would that prevent employees from making complaints concerning corruption, unethical practices, violation of state laws or regulations, mismanagement, gross waste of funds, abuse of authority or danger to the public safety.

Table 8. Delaware

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Delaware Discrimination in Employment Act	<i>Del. Code Ann.</i> tit. 19, § 711(g)	<i>Del. Code Ann.</i> tit. 19, §§ 712 to 715	Employer, employment agency, labor organization or joint labor-management committee controlling apprenticeship or other training or retraining	Individual or applicant for employment or membership
	Persons With Disabilities Employment Protections Act	<i>Del. Code Ann.</i> tit. 19, § 726	<i>Del. Code Ann.</i> tit. 19, §§ 712-715 & 727	Employer	Person or applicant for employment
Building and Construction	Workplace Fraud Act	<i>Del. Code Ann.</i> tit. 19, § 3509(a)	<i>Del. Code Ann.</i> tit. 19, § 3509(b)	Employer	Person
Education	Public School Employment Relations Act	<i>Del. Code Ann.</i> tit. 14, § 4007(a)	<i>Del. Code Ann.</i> tit. 14, §§ 4008-4009	Public school employer or its designated representative	Employee
Estates, Probate and Trusts	Unclaimed Property ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
False Claims	Delaware False Claims and Reporting Act ^b	<i>Del. Code Ann.</i> tit. 6, § 1208(c)	<i>Del. Code Ann.</i> tit. 6, §§ 1204-1205, 1208	Not Identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Family and Medical Leave Insurance Program	<i>Del. Code Ann.</i> tit. 19, § 3708(c)(2)	<i>Del. Code Ann.</i> tit. 19, § 3707(c)-(g)	Employer, temporary help company, employment agency, employee organization, or other person	Individual
Finance, Banking, Securities, and Insurance	Delaware Insurance Fraud Prevention Act ^c	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Government	Public Works Contracting	<i>Del. Code Ann.</i> tit. 29, § 6960(k)	No Statute Identified	Employer	Employee
Healthcare	Community Mental Health Treatment Act	<i>Del. Code Ann.</i> tit. 16, § 5185(b)	No Statute Identified	Facility	Patient or person
Housing and Real Property	Recovery Housing	<i>Del. Code Ann.</i> tit. 16, § 2212A	No Statute Identified	Not Identified	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Residential Landlord-Tenant Code	<i>Del. Code Ann.</i> tit. 25, § 5516(a), (b)	<i>Del. Code Ann.</i> tit. 25, § 5516(e)	Landlord	Tenant
Labor and Collective Bargaining	Public Employment Relations Act	<i>Del. Code Ann.</i> tit. 19, § 1307	No Statute Identified	Public employer	Public employee
Occupational Health and Safety	Clean Indoor Air Act	<i>Del. Code Ann.</i> tit. 16, § 2907(b)	No Statute Identified	Employer	Employee
	Hazardous Chemical Information Act	<i>Del. Code Ann.</i> tit. 16, § 2415	No Statute Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Department of Health and Social Services -Psychiatric Nursing or Treatment Facility	<i>Del. Code Ann.</i> tit. 16, §§ 111, 117, 1135, 1154	No Statute Identified	Psychiatric nursing or treatment facility owned by or operated by the Department of Health and Social Services	Person, resident, employee, or agency
	Long-Term Care Facilities and Services				
	Abuse, neglect, mistreatment, financial exploitation, or medication diversion of patients or residents	<i>Del. Code Ann.</i> tit. 16, § 1135(c)	No Statute Identified	Facility	Person
	Licensing by the State	<i>Del. Code Ann.</i> tit. 16, § 1117(a)	No Statute Identified	Licensee or person	Resident or employee
	Office of the Long-Term Care Ombudsperson	<i>Del. Code Ann.</i> tit. 16, § 1154(b)	No Statute Identified	Long-term care facility, entity, or person	Person or agency
Wages and Labor Standards	Child Labor Law	<i>Del. Code Ann.</i> tit. 19, § 509	No Statute Identified	Employer	Employee
	Meal Breaks	<i>Del. Code Ann.</i> tit. 19, § 707(b)	No Statute Identified	Employer	Employee
	Minimum Wage	<i>Del. Code Ann.</i> tit. 19, § 910(b)	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	Polygraph, Lie Detector or Similar Test	<i>Del. Code Ann.</i> tit. 19, § 704(f)	No Statute Identified	Employer	Employee
	Right to Inspect Personnel Files	<i>Del. Code Ann.</i> tit. 19, § 735(b)	No Statute Identified	Employer	Employee
	Sexual harassment	<i>Del. Code Ann.</i> tit. 19, § 711A(d)	<i>Del. Code Ann.</i> tit. 19, §§ 712 to 715	Employer	Employee
	Wage Payment and Collection Act	<i>Del. Code Ann.</i> tit. 19, § 1112(b)	No Statute Identified	Employer	Employee
	Delaware Whistleblowers' Protection Act	<i>Del. Code Ann.</i> tit. 19, § 1703	<i>Del. Code Ann.</i> tit. 19, § 1704	Employer	Employee
	Public Officers and Employees	<i>Del. Code Ann.</i> tit. 29, § 5115(b)	<i>Del. Code Ann.</i> tit. 29, § 5115(c)	Not Identified	Public employee
Workers' Compensation	Workers' Compensation Retaliation	<i>Del. Code Ann.</i> tit. 19, § 2365	<i>Del. Code Ann.</i> tit. 19, § 2365	Employer or the duly authorized agent	Employee

Source: Compiled by CRS using the *Delaware Statutes Annotated* and Delaware session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Delaware Code Annotated* available on Lexis (current through 84 Del. Laws, c. 510) and other secondary sources. November 2024.

Notes:

- a. Awards are authorized for whistleblowers if the Secretary of Finance, State Escheator, or the Attorney General rely on information provided by a whistleblower to resolve certain examinations or claims. *Del. Code Ann.* tit. 12, §§ 1183(e), 1191(c)-(d).
- b. Delaware False Claims and Reporting Act qui tam provisions: *Del. Code Ann.* tit. 6, §§ 1203-1207.
- c. The Delaware Insurance Department may pay a reward to an individual who reports an incident of insurance fraud which results in either an admission or finding of fraud. *Del. Code Ann.* tit. 18, § 2411(f).

Table 9. District of Columbia

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Law	Human Rights Law	<i>D.C. Code</i> § 2-1402.61(b)	<i>D.C. Code</i> §§ 2-1403.13, 2-1403.16	Person	Person
Education	Testing Integrity Act of 2013	<i>D.C. Code</i> § 38-771.02(c)	<i>D.C. Code</i> § 38-771.05	Employee of a local education agency	Employee, parent, or student
False Claims	D.C. False Claims Act ^a	<i>D.C. Code</i> § 2-381.04	<i>D.C. Code</i> §§ 2-381.02 to 2-381.04	Not Identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Accrued Sick and Safe Leave Act of 2008	<i>D.C. Code</i> § 32-531.08(b)	<i>D.C. Code</i> § 32-531.12	Employer	Employee
	D.C. Family and Medical Leave Act of 1990	<i>D.C. Code</i> § 32-507(b)	<i>D.C. Code</i> § 32-510	Employer	Person
	Universal Paid Leave Amendment Act of 2016	<i>D.C. Code</i> § 32-541.10(b)	<i>D.C. Code</i> § 32-541.12	Employer	Person
Government	D.C. Government Comprehensive Merit Personnel Act of 1978	<i>D.C. Code</i> § 1-617.04(a)(4)	<i>D.C. Code</i> § 1-617.13	District, its agents, and representatives	Employee (public)
	D.C. Procurement Practices Act of 1985	<i>D.C. Code</i> § 1-301.115a(f-4)	No Statute Identified	Anyone who has the authority to take or direct others to take, recommend, or approve any personnel action	Another making a complaint or disclosing information to the Inspector General
Housing and Real Property	Homeless Services Reform Act of 2005	<i>D.C. Code</i> §§ 4-754.11(a)(17), 4-754.55	No Statute Identified	Person	Person
Occupational Health and Safety	Rental Housing Act of 1985	<i>D.C. Code</i> § 42-3505.02	<i>D.C. Code</i> § 42-3502.18	Housing provider	Tenant
	D.C. Occupational Safety and Health Act of 1988	<i>D.C. Code</i> § 32-1117	<i>D.C. Code</i> § 32-1117(b)	Person	Employee
	Smoking	<i>D.C. Code</i> § 7-741.06(b)(3)	<i>D.C. Code</i> § 7-741.06(c)	Owner, manager, or other person responsible for a place of employment or public place that permits smoking	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services Act of 1984	<i>D.C. Code</i> §§ 7-1903, 7-1912(a)(4)	<i>D.C. Code</i> § 7-1912(c)	Person	Person
	Child Sexual Abuse Reporting Amendment Act of 2012	<i>D.C. Code</i> § 22-3020.55(b)	<i>D.C. Code</i> § 22-3020.55(b)	Not Identified	Person
	D.C. Long-Term Care Ombudsman Program Act of 1988	<i>D.C. Code</i> § 7-704.01(d)	No Statute Identified	Person	Employee of a long-term care facility or agency, resident, or resident representative
	Rights of Persons with Intellectual Disabilities	<i>D.C. Code</i> § 7-1305.10(e)	No Statute Identified	Facility	Employee
	Nursing Home and Community Residence Facility Residents' Protection Act of 1985	<i>D.C. Code</i> § 44-1004.03(b)	<i>D.C. Code</i> § 44-1004.03(a)	Owner, licensee, administrator, or employee of a facility	Resident, his or her representative, or the Long-Term Care Ombudsman
Transportation	Washington Metropolitan Area Transit Authority Compact	<i>D.C. Code</i> § 9-1107.01(76)(i)(20)	No Statute Identified	Employee of the Metro Transit Police	Person who files a complaint
Wages and Labor Standards	Building Service Employees Minimum Work Week Act of 2016	<i>D.C. Code</i> § 32-1051.03(2)	<i>D.C. Code</i> § 32-1051.15	Covered employer	Covered employee
	Domestic Worker Employment Rights Amendment Act of 2022	<i>D.C. Code</i> § 32-1071.02(e)	<i>D.C. Code</i> § 32-1071.04(d)	Hiring entity	Domestic worker
	Minimum Wage Act Revision Act of 1992	<i>D.C. Code</i> § 32-1010(3)	<i>D.C. Code</i> §§ 32-1012, 32-1308	Employer	Employee or person
	Wage Transparency Act of 2014	<i>D.C. Code</i> § 32-1452(3)	No Statute Identified	Employer	Employee
	Wage Theft Prevention Amendment Act of 2014	<i>D.C. Code</i> § 32-1311	<i>D.C. Code</i> § 32-1311(c)	Employer	Employee or person
Whistleblower Laws	Whistleblower Reinforcement Act of 1998				
	Public employees	<i>D.C. Code</i> §§ 1-615.52 to 1-615.53	<i>D.C. Code</i> § 1-615.54	Supervisor (public)	Employee, former employee or applicant for employment (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Employees of District contractors	<i>D.C. Code</i> §§ 2-223.01 to 2-223.02	<i>D.C. Code</i> § 2-223.03	Supervisor or District government official or employee having the responsibility to evaluate award or administer a contract	Employees of instrumentalities of District government or District contractors
Workers' Compensation	D.C. Workers' Compensation Act of 1979	<i>D.C. Code</i> § 32-1542	<i>D.C. Code</i> § 32-1542	Employer or his duly authorized agent	Employee

Source: Compiled by CRS using *West's District of Columbia Code Annotated* and District of Columbia session laws available on Westlaw and other secondary sources. December 2023. Update using the *District of Columbia Official Code* available on Lexis (current through December 2, 2024) and other secondary sources. December 2024.

Notes:

- a. D.C. False Claims Act qui tam provisions: *D.C. Code* § 2-381.03.

Table 10. Florida

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Florida Agricultural Worker Safety Act	<i>Fla. Stat. Ann.</i> §§ 487.2061(2), 487.2071(3)	<i>Fla. Stat. Ann.</i> § 487.2071(2)	Person covered by the act	Worker
	Farm Labor Contractor Registration Law	<i>Fla. Stat. Ann.</i> § 450.34(4)	No Statute Identified	Licensee	Person
Anti-discrimination Laws	Florida Civil Rights Act of 1992	<i>Fla. Stat. Ann.</i> § 760.10(7)	<i>Fla. Stat. Ann.</i> §§ 760.07, 760.11	Employer, employment agency, joint labor-management committee, or labor organization	Person
Commerce and Trade	Beer and Malt Beverages	<i>Fla. Stat. Ann.</i> § 563.022 (5)(b)(15)	<i>Fla. Stat. Ann.</i> § 563.022(18)	Manufacturer or officer, agent, or other representative thereof	Distributor
Education	Fairness in Women's Sports Act	<i>Fla. Stat. Ann.</i> § 1006.205(4)(b)	<i>Fla. Stat. Ann.</i> § 1006.205(4)(b)	School, public postsecondary institution, or athletic association or organization	Student
False Claims	Florida False Claims Act ^a	<i>Fla. Stat. Ann.</i> § 68.088	<i>Fla. Stat. Ann.</i> §§ 68.088, 112.3187	Employer	Employee
Healthcare	Medicaid Fraud ^b	No Statute Identified	No Statute Identified	Not Identified	Not Identified
	Health Professions and Occupations	<i>Fla. Stat. Ann.</i> § 456.073(12)(b)	No Statute Identified	Facilities, health maintenance organizations, physician or osteopathic physician licensed or certificated under certain Florida statutes	Employee or staff member
	Hospital Licensing and Regulation	<i>Fla. Stat. Ann.</i> § 395.1041(4)(c)	<i>Fla. Stat. Ann.</i> § 395.1041(5)(b)	Hospital, government agency, or person	Physician or person
	Medical Malpractice and Related Matters	<i>Fla. Stat. Ann.</i> § 766.1016(6)	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Right of Medical Conscience of Health Care Providers and Health Care Payors	<i>Fla. Stat. Ann.</i> § 381.00321(3)	<i>Fla. Stat. Ann.</i> § 381.00321(4)	Not Identified	Health care provider or health care payor
	Condominium Act	<i>Fla. Stat. Ann.</i> § 718.1224(3)	<i>Fla. Stat. Ann.</i> § 718.1224(4) ^c	Condominium association	Unit owner
	Florida Mobile Home Act	<i>Fla. Stat. Ann.</i> § 723.0615(1)(a)	<i>Fla. Stat. Ann.</i> § 723.0615(2) ^d	Mobile home park owner	Home owner
	Florida Residential Landlord and Tenant Act	<i>Fla. Stat. Ann.</i> § 83.64(1)	<i>Fla. Stat. Ann.</i> §§ 83.54, 83.60(1)(a), 83.64(2)	Landlord	Tenant
Labor and Collective Bargaining	Unfair Labor Practices	<i>Fla. Stat. Ann.</i> § 447.501(1)(d)	No Statute Identified	Public employers	Public employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reports	<i>Fla. Stat. Ann.</i> § 39.203(2)(a)	<i>Fla. Stat. Ann.</i> § 39.203(2)(b)	Not Identified	Resident or employee of a facility serving children
	Long-Term Care Facilities: Ombudsman Program	<i>Fla. Stat. Ann.</i> § 400.0083(2)	<i>Fla. Stat. Ann.</i> § 400.0083(3)(a)	Person, long-term care facility, other entity	Resident, employee, person
Wages and Labor Standards	Minimum Wage				
	Florida Constitution	<i>Fla. Const.</i> art. X, § 24(d)	<i>Fla. Const.</i> art. X, § 24(e)	Employer, any other party	Person
	Florida Minimum Wage Act	<i>Fla. Stat. Ann.</i> § 448.110(5)	<i>Fla. Stat. Ann.</i> § 448.110(6)	Employer, any other party	Person
Whistleblower Laws	Florida Whistleblower Act	<i>Fla. Stat. Ann.</i> § 448.102	<i>Fla. Stat. Ann.</i> §§ 448.103 to 448.104	Employer	Employee
	Whistle-blower's Act (public officers and employees)	<i>Fla. Stat. Ann.</i> § 112.3187(4), (7)	<i>Fla. Stat. Ann.</i> § 112.3187(8), (9)	Agency (public) or independent contractor	Employee (public) or person
Workers' Compensation	Florida's Workers' Compensation Law	<i>Fla. Stat. Ann.</i> §§ 440.105(2)(a)(3), 440.1051(2), (3)	No Statute Identified	Employer	Employee

Source: Compiled by CRS using *West's Florida Statutes Annotated* and Florida session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Florida Statutes Annotated* available on Lexis (current through the 2024 regular session) and other secondary sources. December 2024.

Notes:

- a. Florida False Claims Act qui tam provisions: *Fla. Stat. Ann.* §§ 68.083 to 68.085.
- b. The Florida Department of Law Enforcement or director of the Medicaid Fraud Control Unit are directed to pay a reward to a person who provides original information concerning a violation of state's Medicaid fraud laws that leads to the recovery of a fine, penalty, or forfeiture of property. *Fla. Stat. Ann.* § 409.9203.
- c. Provides condominium unit owners with a defense of retaliatory conduct in any action brought for possession.
- d. Provides home owners with a defense of retaliatory conduct in any action brought for possession.

Table 11. Georgia

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Fair Employment Practices Act of 1978				
	Conspiracy or violation of confidential records	<i>Ga. Code Ann.</i> § 45-19-44(a)(2)	<i>Ga. Code Ann.</i> §§ 45-19-36 to 45-19-39	Person	Person
	Conspiracy	<i>Ga. Code Ann.</i> § 45-19-45(1)	<i>Ga. Code Ann.</i> §§ 45-19-36 to 45-19-39	Person or two or more persons	Person
	Georgia Equal Employment for Persons with Disabilities Code	<i>Ga. Code Ann.</i> § 34-6A-5	<i>Ga. Code Ann.</i> § 34-6A-6	Employer	Person or applicant for employment
False Claims	State False Medicaid Claims Act ^a	<i>Ga. Code Ann.</i> § 49-4-168.4(a)	<i>Ga. Code Ann.</i> § 49-4-168.4(b)	Not Identified	Any employee, contractor, or agent.
	Taxpayer Protection Against False Claims ^b	<i>Ga. Code Ann.</i> § 23-3-122(l)(1)	<i>Ga. Code Ann.</i> § 23-3-122(l)(2)	Not Identified	Any employee, contractor, or agent
Government	Local Government Employee Sexual Harassment Right of Action	<i>Ga. Code Ann.</i> § 34-5A-2(a)	<i>Ga. Code Ann.</i> § 34-5A-2(b)	County, municipality, or consolidated government	Individual working for a county, municipality, or consolidated government (public)
	Office of the Inspector General	<i>Ga. Code Ann.</i> § 45-12-214(b)	No Statute Identified	Agency, officer, or official (public)	Official, officer, or employee (public)
Housing and Real Property	Landlord and Tenant	<i>Ga. Code Ann.</i> § 44-7-24(a), (b)(3)	<i>Ga. Code Ann.</i> § 44-7-24(e)	Landlord	Tenant
Occupational Health and Safety	Public Employee Hazardous Chemical Protection and Right to Know Act of 1988				
	Rights of public employees	<i>Ga. Code Ann.</i> § 45-22-10	<i>Ga. Code Ann.</i> § 45-22-11	Person	Employee (public)
	Safety data sheets	<i>Ga. Code Ann.</i> §§ 45-22-7(l), 45-22-10	<i>Ga. Code Ann.</i> § 45-22-11	Employer (public)	Employee (public)
Safety, Protection, and Care for Vulnerable Groups	Disabled Adults and Elder Persons Protection Act	<i>Ga. Code Ann.</i> § 30-5-4.1(1)	No Statute Identified	Person	Person or disabled adult or elder person who is subject of a report
	Georgia Child Advocate for the Protection of Children Act	<i>Ga. Code Ann.</i> § 15-11-745(a)	No Statute Identified	Person	Child, parent, guardian, or legal custodian of a child, employee of a

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
					facility, agency, institution or other type of provider, or any other person
	Long-term Care Facility Resident Abuse Reporting Act	<i>Ga. Code Ann.</i> § 31-8-87	No Statute Identified	Person or facility	Person
	Long-Term Care Ombudsman Program	<i>Ga. Code Ann.</i> § 31-8-60	No Statute Identified	Person	Resident or relative or guardian of a resident, any employee of a long-term care facility, or any other person
	Office of Disability Services Ombudsman	<i>Ga. Code Ann.</i> § 37-2-40(a)	No Statute Identified	Person	Consumer, relative of a consumer, guardian or health care agent of a consumer, any employee of a services provider, or any other person
	Remedies for Residents of Personal Care Homes Act	<i>Ga. Code Ann.</i> § 31-8-136(d)	<i>Ga. Code Ann.</i> § 31-8-136(d)	Personal care home or its governing body, administrator, or employee	Resident or the representative or legal surrogate of the resident
Wages and Labor Standards	Sex Discrimination in Employment (discriminatory wage differentials)	<i>Ga. Code Ann.</i> § 34-5-3(c)	<i>Ga. Code Ann.</i> § 34-5-5	Person	Employee
Whistleblower Laws	Public Employee Whistleblower Retaliation Act	<i>Ga. Code Ann.</i> § 45-1-4(d)	<i>Ga. Code Ann.</i> § 45-1-4(e)	Public employer	Public employees

Source: Compiled by CRS using *West's Code of Georgia Annotated* and Georgia session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Official Code of Georgia Annotated* available on Lexis (current through 2024 Regular and Extraordinary Session of the General Assembly) and other secondary sources. November 2024.

Notes:

- a. Georgia False Medicaid Claims qui tam provisions: *Ga. Code Ann.* § 49-4-168.2 to 49-4-168.3.
- b. Georgia Taxpayer Protection Against False Claims qui tam provisions: *Ga. Code Ann.* § 23-3-122.

Table 12. Hawaii

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Conspiracy to Discriminate in Public Accommodations	<i>Haw. Rev. Stat. Ann.</i> § 489-5(a)(1)	<i>Haw. Rev. Stat. Ann.</i> § 489-7.5	Two or more persons conspiring	Person
	Discriminatory Employment Practices	<i>Haw. Rev. Stat. Ann.</i> § 378-2(a)(2)	<i>Haw. Rev. Stat. Ann.</i> §§ 378-4, 378-5	Employer, labor organization, or employment agency	Individual
Crime and Law Enforcement	Reports of Use of Excessive Force by Law Enforcement Officers	<i>Haw. Rev. Stat. Ann.</i> § 139-11(g)	No Statute Identified	Not Identified	Law enforcement officer
Environment and Natural Resources	Hawaii Environmental Response Law	<i>Haw. Rev. Stat. Ann.</i> § 128D-15	No Statute Identified	Person	Person
False Claims	Hawaii False Claims Act ^a	<i>Haw. Rev. Stat. Ann.</i> § 661-30(c)	<i>Haw. Rev. Stat. Ann.</i> § 661-30(b)	Not Identified	Employee, contractor, or agent
	Hawaii County False Claims Act ^b	<i>Haw. Rev. Stat. Ann.</i> § 46-180(a)	<i>Haw. Rev. Stat. Ann.</i> § 46-180(b)	Not Identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Family Leave	<i>Haw. Rev. Stat. Ann.</i> § 398-8	<i>Haw. Rev. Stat. Ann.</i> §§ 398-21 to 398-26	Employer, person	Individual
	Leave of Absence for Organ, Bone Marrow, or Peripheral Blood Stem Cell Donation	<i>Haw. Rev. Stat. Ann.</i> § 398A-5(b)(2)	<i>Haw. Rev. Stat. Ann.</i> § 398A-6	Employer	Employee
Housing and Real Property	Condominium Property Act	<i>Haw. Rev. Stat. Ann.</i> § 514B-191(a)	<i>Haw. Rev. Stat. Ann.</i> § 514B-191(b)	Association, board, managing agent, resident manager, unit owner, or any person acting on behalf of an association or a unit owner	Unit owner, board member, managing agent, resident manager, or association employee
	Conspiracy to Discriminate in Real Property Transactions	<i>Haw. Rev. Stat. Ann.</i> § 515-16(1)	<i>Haw. Rev. Stat. Ann.</i> § 515-9, 515-13	Two or more persons conspiring	Person
	Residential Landlord-Tenant Code	<i>Haw. Rev. Stat. Ann.</i> § 521-74(a)(1)	<i>Haw. Rev. Stat. Ann.</i> § 521-74(c)	Landlord	Tenant
Labor and Collective Bargaining	Collective Bargaining in Public Employment	<i>Haw. Rev. Stat. Ann.</i> § 89-13(a)(4)	<i>Haw. Rev. Stat. Ann.</i> §§ 89-14, 377-99	Public employer	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Hawaii Employment Relations Act	<i>Haw. Rev. Stat. Ann.</i> § 377-6(8)	<i>Haw. Rev. Stat. Ann.</i> § 377-9	Employer	Employee
Military and State Defense Forces	Hawaii Code of Military Justice	<i>Haw. Rev. Stat. Ann.</i> § 124B-194(a)	No Statute Identified	Any person subject to the Hawaii Code of Military Justice	Person
Occupational Health and Safety	Hawaii Occupational Safety and Health Law	<i>Haw. Rev. Stat. Ann.</i> § 396-8(e)(3)	<i>Haw. Rev. Stat. Ann.</i> § 396- 8(e)(4)-(8)	Person	Employee
	Smoking	<i>Haw. Rev. Stat. Ann.</i> § 328J-10(a)	No Statute Identified	Person or employer	Employee, applicant for employment, or customer
Safety, Protection, and Care for Vulnerable Groups	Office of the Long-Term Care Ombudsman	<i>Haw. Rev. Stat. Ann.</i> § 349-23(a)-(b)	No Statute Identified	Long-term care facility or any of its employees	No resident of a long-term care facility or person
Wages and Labor Standards	Equal Pay	<i>Haw. Rev. Stat. Ann.</i> § 378-2.3(b)	<i>Haw. Rev. Stat. Ann.</i> §§ 378-4, 378-5	Employer	Employee
	Lie Detector Tests	<i>Haw. Rev. Stat. Ann.</i> § 378-26.5(6)	<i>Haw. Rev. Stat. Ann.</i> §§ 378-27.5, 378-28	Employer	Employee or prospective employee
	Mobile Applications	<i>Haw. Rev. Stat. Ann.</i> § 378-102(2)(B)	<i>Haw. Rev. Stat. Ann.</i> § 378-104	Employer	Employee
	Sexual Harassment or Sexual Assault	<i>Haw. Rev. Stat. Ann.</i> § 378-2.2(b)	<i>Haw. Rev. Stat. Ann.</i> §§ 378-27.5, 378-28	Employer	Employee
	Unlawful Suspension or Discharge	<i>Haw. Rev. Stat. Ann.</i> § 378-32(a)(3)	<i>Haw. Rev. Stat. Ann.</i> §§ 378-33 and 378-35	Employer	Employee
	Wage and Hour Law	<i>Haw. Rev. Stat. Ann.</i> § 387-12(a)(3)	No Statute Identified	Employer or the employer's agent or any officer or agent of a corporation	Employee
	Wages and Other Compensation	<i>Haw. Rev. Stat. Ann.</i> § 388-10(b)(2)	No Statute Identified	Employer	Employee
Whistleblower Laws	Hawaii Whistleblowers' Protection Act				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Discharge, threats, or discrimination against employee for reporting violations of law	<i>Haw. Rev. Stat. Ann.</i> § 378-62	<i>Haw. Rev. Stat. Ann.</i> §§ 378-63 to 378-64	Employer	Employee, or a person acting on behalf of the employee
	Protected disclosure by a public employee	<i>Haw. Rev. Stat. Ann.</i> § 378-70(a)	<i>Haw. Rev. Stat. Ann.</i> §§ 378-63 to 378-64	Public employer	Public employee

Source: Compiled by CRS using *West's Hawai'i Revised Statutes Annotated* and Hawaii session laws available on Westlaw and other secondary sources. December 2023. Updated using *Michie's Hawaii Revised Statutes Annotated* available on Lexis (current through Act 253 of the 2024 Legislative Session) and other secondary sources. November 2024.

Notes:

- a. Qui Tam Actions or Recovery of False Claims to the State: *Haw. Rev. Stat. Ann.* §§ 661-21 to 661-31.
- b. Qui Tam Actions or Recovery of False Claims to the Counties: *Haw. Rev. Stat. Ann.* §§ 46-171 to 46-181.

Table 13. Idaho

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Farm Labor Contractor Licensing	<i>Idaho Code</i> § 44-1615	<i>Idaho Code</i> § 44-1613	Farm labor contractor	Employee
	Sanitation Facilities for Farm Workers	<i>Idaho Code</i> § 44-1904	No Statute Identified	Farm operator or farm labor contractor	Workers
Anti-discrimination Laws	Idaho Human Rights Act	<i>Idaho Code</i> § 67-5911	<i>Idaho Code</i> §§ 67-5907 to 67-5908	Person or business entity	Individual
Education	Fairness in Women's Sports Act	<i>Idaho Code</i> § 33-6205(2)	<i>Idaho Code</i> § 33-6205(2)	School, institution of higher education, or athletic association or organization	Student
Environment and Natural Resources	Hazardous Waste Management Act of 1983	<i>Idaho Code</i> § 39-4420(1)	<i>Idaho Code</i> § 39-4420(2)	Employer	Employee of a hazardous waste generator, transporter or treatment, storage, or disposal facility or site
Housing and Real Property	Floating Homes Residency Act	<i>Idaho Code</i> § 55-2715(1)	No Statute Identified	Landlord	Tenant
	Manufactured Home Residency Act	<i>Idaho Code</i> § 55-2015(1)	No Statute Identified	Landlord	Tenant
Military and State Defense Forces	Idaho Code of Military Justice	<i>Idaho Code</i> § 46-1102 (art. 132)	No Statute Identified	Person subject to the Code of Military Justice	Person
Occupational Health and Safety	Clean Indoor Air	<i>Idaho Code</i> § 39-5506(3)	No Statute Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Certified Family Homes	<i>Idaho Code</i> § 39-3516(11)	No Statute Identified	Not Identified	Resident or resident representative
	Health and Social Services Ombudsman	<i>Idaho Code</i> § 56-1906	No Statute Identified	Individual	Anyone who files a complaint with the Idaho Health and Social Services Ombudsman
	Office of Ombudsman for the Elderly	<i>Idaho Code</i> § 67-5009	No Statute Identified	Long-term care facilities	Employee or person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	Claims for Wages	<i>Idaho Code</i> § 45-613	<i>Idaho Code</i> §§ 45-615 to 45-619	Employer	Employee
	Discriminatory Payment of Wages Based Upon Sex	<i>Idaho Code</i> § 44-1702(3)	<i>Idaho Code</i> § 44-1704	Employer	Employee
	Minimum Wage Law	<i>Idaho Code</i> § 44-1509	<i>Idaho Code</i> §§ 44-1508, 45-615 to 45-619	Employer	Employee
Whistleblower Laws	Idaho Protection of Public Employees Act	<i>Idaho Code</i> § 6-2104(2)(a)	<i>Idaho Code</i> §§ 6-2105 to 6-2107	Employer (public)	Employee (public)

Source: Compiled by CRS using *West's Idaho Code Annotated* and Idaho session laws available on Westlaw and other secondary sources. December 2023. Updated using the Idaho Code available on Lexis (current through all legislation from the 2024 Regular Session) and other secondary sources. November 2024.

Table 14. Illinois

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Field Sanitation Act	210 <i>Ill. Comp. Stat. Ann.</i> 105/13	210 <i>Ill. Comp. Stat. Ann.</i> 105/12(c)	Person	Agricultural worker
	Illinois Migrant Labor Camp Law	210 <i>Ill. Comp. Stat. Ann.</i> 110/17	210 <i>Ill. Comp. Stat. Ann.</i> 110/16	Person	Migrant worker
Anti-discrimination Laws	Illinois Human Rights Act				
	Civil rights violations under Articles 2, 4, 5, 5A, and 6 ^a	775 <i>Ill. Comp. Stat. Ann.</i> 5/6-101(A)	775 <i>Ill. Comp. Stat. Ann.</i> 5/8A-104, 5/10-102	Person, or for two or more persons, to conspire	Person
	Civil rights violations under Article 3 ^b	775 <i>Ill. Comp. Stat. Ann.</i> 5/6-101.5(A)	775 <i>Ill. Comp. Stat. Ann.</i> 5/8A-104, 5/10-102	Person, or for two or more persons, to	Person
Crime and Law Enforcement	Department of Juvenile Justice Independent Juvenile Ombudsperson	730 <i>Ill. Comp. Stat. Ann.</i> 5/3-2.7-30(f)	No Statute Identified	Department of Juvenile Justice and county-operated juvenile detention centers	Youth or employee
Education	Children and Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence	105 <i>Ill. Comp. Stat. Ann.</i> 5/26A-50 (eff. July 1, 2025)	No Statute Identified	School or school district	Student who is a parent, expectant parent, or victim of domestic or sexual violence
	Individualized Education Program Meeting Protections	105 <i>Ill. Comp. Stat. Ann.</i> 5/14-8.02f(e)	No Statute Identified	Not Identified	Student, parent or guardian, or member of school personnel
Environment and Natural Resources	Coal Mining Act	225 <i>Ill. Comp. Stat. Ann.</i> 705/13.13	No Statute Identified	Person or operator	Employee
False Claims	Illinois False Claims Act ^c	740 <i>Ill. Comp. Stat. Ann.</i> 175/4(g)	740 <i>Ill. Comp. Stat. Ann.</i> 175/4(g)	Not Identified	Employee, contractor, or agent
	Insurance Claims Fraud Prevention Act ^d	740 <i>Ill. Comp. Stat. Ann.</i> 92/40	740 <i>Ill. Comp. Stat. Ann.</i> 92/40	Employer	Employee
Family, Medical, and Personal Leave	Child Extended Bereavement Leave Act	820 <i>Ill. Comp. Stat. Ann.</i> 156/25	820 <i>Ill. Comp. Stat. Ann.</i> 156/35	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Government	Employee Sick Leave Act	820 Ill. Comp. Stat. Ann. 191/20	No Statute Identified	Employer	Employee
	Family Bereavement Leave Act	820 Ill. Comp. Stat. Ann. 154/20	820 Ill. Comp. Stat. Ann. 154/30	Employer	Employee
	Family Military Leave Act	820 Ill. Comp. Stat. Ann. 151/25	820 Ill. Comp. Stat. Ann. 151/30	Employer	Employee
	Paid Leave for All Workers Act	820 Ill. Comp. Stat. Ann. 192/25	820 Ill. Comp. Stat. Ann. 192/25	Employer	Employee
	Victims' Economic Security and Safety Act	820 Ill. Comp. Stat. Ann. 180/20(f)	820 Ill. Comp. Stat. Ann. 180/35	Person	Individual
	Personnel Code	20 Ill. Comp. Stat. Ann. 415/19c.1(2)	No Statute Identified	Employer (public)	Employee (public)
Healthcare	Health Care Violence Prevention Act	210 Ill. Comp. Stat. Ann. 160/25	210 Ill. Comp. Stat. Ann. 160/25	Health care providers	Employees
	Hospital Licensing Act				
	Nurse staffing	210 Ill. Comp. Stat. Ann. 85/10.10(f)	No Statute Identified ^e	Hospital	Employee
	Patient protection from abuse	210 Ill. Comp. Stat. Ann. 85/9.6(c)	No Statute Identified ^f	Not Identified	Person
	Nurse Practice Act	225 Ill. Comp. Stat. Ann. 65/50-50(a)(17)	No Statute Identified	Person	Nurse
Housing and Real Property	Landlord Retaliation Act	765 Ill. Comp. Stat. Ann. 721/5	765 Ill. Comp. Stat. Ann. 721/10	Landlord	Tenant
	Mobile Home Landlord and Tenant Rights Act	765 Ill. Comp. Stat. Ann. 745/16(b)	765 Ill. Comp. Stat. Ann. 745/21	Not Identified	Tenant
Labor and Collective Bargaining	Illinois Educational Labor Relations Act	115 Ill. Comp. Stat. Ann. 5/14(a)(4)	115 Ill. Comp. Stat. Ann. 5/15	Educational employers, their agents or representatives	Employee
	Illinois Public Labor Relations Act	5 Ill. Comp. Stat. Ann. 315/10(a)(3)	5 Ill. Comp. Stat. Ann. 315/11	Employer or its agents	Public employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Military and State Defense Forces	Illinois Code of Military Justice	20 Ill. Comp. Stat. Ann. 1807/132, art. 132(a)	No Statute Identified	Person subject to the Illinois Code of Military Justice	Person
Occupational Health and Safety	Occupational Safety and Health Act	820 Ill. Comp. Stat. Ann. 219/110(a)	820 Ill. Comp. Stat. Ann. 219/110(b), (c)	Person, Employer	Employee
	Smoke Free Campus Act	110 Ill. Comp. Stat. Ann. 64/15(b)	No Statute Identified	Individual or campus	Person
	Toxic Substances Disclosure to Employees Act	820 Ill. Comp. Stat. Ann. 255/14(b)	820 Ill. Comp. Stat. Ann. 255/17	Employer	Employee, prospective employee, or employee representative
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services Act	320 Ill. Comp. Stat. Ann. 20/4.1	No Statute Identified	Employer	Employee
	Assisted Living and Shared Housing Act	210 Ill. Comp. Stat. Ann. 9/95(7)	No Statute Identified	Not Identified	Resident
	Child Care Act of 1969	225 Ill. Comp. Stat. Ann. 10/7.2(b)	225 Ill. Comp. Stat. Ann. 10/7.2(c)	Employer	Employee
	Community Living Facilities Licensing Act	210 Ill. Comp. Stat. Ann. 35/10(4)	210 Ill. Comp. Stat. Ann. 35/10(6)	Licensee	Resident, employee or agent
	ID/DD Community Care Act				
	Business offenses	210 Ill. Comp. Stat. Ann. 47/3-318(5)	No Statute Identified	Person	Resident or employee
	Duty to report violations	210 Ill. Comp. Stat. Ann. 47/3-610(b)	No Statute Identified	Licensee nor its employees or agents	Facility employee or agent
	Resident rights - grievances	210 Ill. Comp. Stat. Ann. 47/2-112	210 Ill. Comp. Stat. Ann. 47/3-603	Not Identified	Resident
	Retaliation against residents	210 Ill. Comp. Stat. Ann. 47/3-608	210 Ill. Comp. Stat. Ann. 47/3-603	Licensee or its agents or employees	Resident, a resident's representative, or an employee or agent
	Whistleblower protection	210 Ill. Comp. Stat. Ann. 47/3-810(a), (b)	210 Ill. Comp. Stat. Ann. 47/3-810(d)	Facility	Employee including nursing home administrator

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Illinois Act on the Aging	20 Ill. Comp. Stat. Ann. 105/4.04(f)(1)(ii)	No Statute Identified	Person	Long-term care facility resident or employee
	MC/DD Act				
	Business offenses	210 Ill. Comp. Stat. Ann. 46/3-318(5)	No Statute Identified	Person	Resident or employee
	Duty to report violations	210 Ill. Comp. Stat. Ann. 46/3-610(b)	No Statute Identified	Licensee nor its employees or agents	Facility employee or agent
	Residents rights	210 Ill. Comp. Stat. Ann. 46/2-112	210 Ill. Comp. Stat. Ann. 46/3-603	Not Identified	Resident
	Retaliation against residents	210 Ill. Comp. Stat. Ann. 46/3-608	210 Ill. Comp. Stat. Ann. 46/3-603	Licensee or its agents or employees	Resident, resident's representative, or employee or agent
	Whistleblower protection	210 Ill. Comp. Stat. Ann. 46/3-810(a), (b)	210 Ill. Comp. Stat. Ann. 46/3-810(d)	Facility	Employee including nursing home administrator
	Nursing Home Care Act				
	Business offenses	210 Ill. Comp. Stat. Ann. 45/3-318(5)	No Statute Identified	Person	Resident or employee
	Duty to report violations	210 Ill. Comp. Stat. Ann. 45/3-610(b)	No Statute Identified	Licensee nor its employees or agents	Facility employee or agent
	Resident rights - grievances	210 Ill. Comp. Stat. Ann. 45/2-112	210 Ill. Comp. Stat. Ann. 45/3-603	Not Identified	Resident
	Retaliation by licensee	210 Ill. Comp. Stat. Ann. 45/3-608	210 Ill. Comp. Stat. Ann. 45/3-603	Licensee	Resident, a resident's representative, or an employee or agent
	Whistleblower protection	210 Ill. Comp. Stat. Ann. 45/3-810(a), (b)	210 Ill. Comp. Stat. Ann. 45/3-810(d)	Facility	Employee including nursing home administrator
	Specialized Mental Health Rehabilitation Act of 2013	210 Ill. Comp. Stat. Ann. 49/3-112	No Statute Identified	Not Identified	Consumer
	Supportive Residences Licensing Act	210 Ill. Comp. Stat. Ann. 65/45(d)	No Statute Identified	Licensee or its agents	Resident or an employee or agent

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Transportation	Metropolitan Transit Authority Act	70 Ill. Comp. Stat. Ann. 3605/49	No Statute Identified	Chicago Transit Authority (public)	Employee (public)
Wages and Labor Standards	Child Labor Law of 2024	820 Ill. Comp. Stat. Ann. 206/57	No Statute Identified	Employer, or agent or officer of an employer	Person
	Day and Temporary Labor Services Act	820 Ill. Comp. Stat. Ann. 175/90	820 Ill. Comp. Stat. Ann. 175/95	Day and temporary labor service agency or third-party client, agent of a day and temporary labor service agency or third-party client	Day or temporary laborer
	Employee Classification Act	820 Ill. Comp. Stat. Ann. 185/55	820 Ill. Comp. Stat. Ann. 185/60	Employer	Employee
	Equal Pay Act of 2003	820 Ill. Comp. Stat. Ann. 112/10(c)	820 Ill. Comp. Stat. Ann. 112/35(b)	Person	Individual
	Freelance Worker Protection Act	820 Ill. Comp. Stat. Ann. 193/20, 193/25	820 Ill. Comp. Stat. Ann. 193/30(c)	Contracting entity	Freelance worker
	Illinois Wage Payment and Collection Act	820 Ill. Comp. Stat. Ann. 115/14(c)	820 Ill. Comp. Stat. Ann. 115/14(c)	Employer, or any agent of an employer	Employee
	Minimum Wage Law	820 Ill. Comp. Stat. Ann. 105/11(c)	No Statute Identified	Employer or his agent, or the officer or agent of any private employer	Employee
	Personnel Record Review Act	820 Ill. Comp. Stat. Ann. 40/12(f)	820 Ill. Comp. Stat. Ann. 40/12(b)-(d)	Employer or his agent, or the officer or agent of any private employer	Employee
	Prevailing Wage Act	820 Ill. Comp. Stat. Ann. 130/11b(a)	820 Ill. Comp. Stat. Ann. 130/11b(b)	Person	Employee
	Private Employment Agency Act	225 Ill. Comp. Stat. Ann. 515/12.5(a)	225 Ill. Comp. Stat. Ann. 515/12.5(c)	Private employment agency, or any agent of a private employment agency	Employee
	Right to Privacy in the Workplace Act	820 Ill. Comp. Stat. Ann. 55/15(f)	820 Ill. Comp. Stat. Ann. 55/15(b)-(d)	Employer or prospective employer, or the officer or agent of any employer or prospective employer	Employee or applicant for employment

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	Wage Payment and Collection Act	820 Ill. Comp. Stat. Ann. 115/14(c)	820 Ill. Comp. Stat. Ann. 115/14(c)	Employer, or any agent of an employee	Employee
	Worker Freedom of Speech Act	820 Ill. Comp. Stat. Ann. 57/15(3)	820 Ill. Comp. Stat. Ann. 57/15	Employer or the employer's agent, representative, or designee	Employee
	Hospital Report Card Act	210 Ill. Comp. Stat. Ann. 86/35(a)	210 Ill. Comp. Stat. Ann. 86/40	Hospital	Employee
	Public Officer Prohibited Activities Act	50 Ill. Comp. Stat. Ann. 105/4.1(a)	50 Ill. Comp. Stat. Ann. 105/4.1(f)	Local government, any agent or representative of a unit of local government, or another employee (public)	Employee or contractor (public)
	State Officials and Employees Ethics Act	5 Ill. Comp. Stat. Ann. 430/15-10	5 Ill. Comp. Stat. Ann. 430/15-25	Officer, a member, a State employee, or a State agency (public)	State employee (public)
	Whistleblower Act	740 Ill. Comp. Stat. Ann. 174/15	740 Ill. Comp. Stat. Ann. 174/30	Employer	Employee
	Whistle Blower Protection (schools)	105 Ill. Comp. Stat. Ann. 5/34-2.4c(b)	No Statute Identified	Board of Education, employees of the Board of Education, local school councils, or exclusive bargaining representatives of employees	Employee or local school council member

Source: Compiled by CRS using West's *Smith-Hurd Illinois Compiled Statutes Annotated* and Illinois session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Illinois Compiled Statutes Annotated* available on Lexis (current with legislation through P.A. 103-1052, except for 103-991 and 103-1049, of the 2024 Regular Session of the 103rd General Assembly) and other secondary sources. December 2024.

Notes:

- a. Article 2 covers the employment provisions of the Illinois Human Rights Act; article 4, financial credit; article 5, public accommodations; article 5A, elementary, secondary, and higher education; and article 6, additional civil rights violations.
- b. Article 3 covers the real estate transaction provisions of the Illinois Human Rights Act.
- c. Illinois False Claims Act qui tam provisions: 740 Ill. Comp. Stat. Ann. § 175/4.
- d. Insurance Claims Fraud Prevention Act qui tam provisions: 740 Ill. Comp. Stat. Ann. 92/15.

- e. The Hospital Licensing Act provides that “An employed physician aggrieved by a violation of this Act may seek to obtain an injunction or reinstatement of employment with the employing entity as the court may deem appropriate.” 210 Ill. Comp. Stat. Ann. 85/10.8(c). CRS was unable to identify a private enforcement remedy in the Hospital Licensing Act for employees or persons generally who are harmed by a violation of the act’s anti-retaliation provisions.
- f. *Id.*

Table 15. Indiana

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Crime and Law Enforcement	Obstructing the Department of Correction ombudsman	<i>Ind. Code Ann.</i> § 35-44.2-1-4(3)	No Statute Identified	Person	Person
False Claims	False Claims and Whistleblower Protection ^a	<i>Ind. Code Ann.</i> § 5-11-5.5-8(a)	<i>Ind. Code Ann.</i> § 5-11-5.5-8(b)	Not Identified	Employee
	Medicaid False Claims and Whistleblower Protection ^b	<i>Ind. Code Ann.</i> § 5-11-5.7-8(a)	<i>Ind. Code Ann.</i> § 5-11-5.7-8(b)	Not Identified	Employee, contractor, or agent
Government	Accounting for Public Funds	<i>Ind. Code Ann.</i> § 5-11-1-9.5(c)	<i>Ind. Code Ann.</i> § 5-11-1-9.5(d)-(e)	Public office, officer, entity, or institution	Employee (public)
	Ethics and Conflicts of Interest	<i>Ind. Code Ann.</i> § 4-2-6-13	No Statute Identified	State officer, an employee, or a special state appointee (public)	Employee, former employee, special state appointee, former special state appointee (public)
	Fiscal and Administrative Provisions	<i>Ind. Code Ann.</i> § 36-1-8-8	<i>Ind. Code Ann.</i> § 36-1-8-8(c)	Not Identified	Employee (public)
	Interference with State Government				
	Retaliation for reporting a violation	<i>Ind. Code Ann.</i> § 35-44.2-1-1	No Statute Identified	State supervisor	State employee
	Retaliation for reporting to the inspector general	<i>Ind. Code Ann.</i> § 35-44.2-1-2(b)	No Statute Identified	State employee	State employee or former state employee
	State Employees' Bill of Rights	<i>Ind. Code Ann.</i> § 4-15-10-4	<i>Ind. Code Ann.</i> § 4-15-2.2-42	Not Identified	Employee (public)
Healthcare	Health Facilities	<i>Ind. Code Ann.</i> § 16-28-9-3(4)	No Statute Identified	Person	Resident or employee
	Licensure of Home Health Agencies	<i>Ind. Code Ann.</i> § 16-27-1-12(c)(4)	No Statute Identified	Person	Patient, health care representative, power of attorney, employee, agency staff member, or any other person
Housing and Real Property	Retaliatory Acts by Landlords	<i>Ind. Code Ann.</i> §§ 32-31-8.5-2(1), (5); 32-31-8.5-5(a)	No Statute Identified	Landlord	Tenant

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Indiana Occupational Safety and Health Act	<i>Ind. Code Ann.</i> § 22-8-1.1-38.1(a)	<i>Ind. Code Ann.</i> § 22-8-1.1-38.1(b)	Person	Employee
	Prohibition on Smoking	<i>Ind. Code Ann.</i> § 7.1-5-12-11	No Statute Identified	Owner, a manager, or employer	Individual
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services	<i>Ind. Code Ann.</i> § 12-10-3-11(c)	No Statute Identified	Employer	Employee
	Child Services Ombudsman	<i>Ind. Code Ann.</i> § 35-44.2-1-5(a)(3)	No Statute Identified	Person	Person
	Services for Individuals with Disabilities	<i>Ind. Code Ann.</i> § 12-11-13-16(3)	No Statute Identified	Person	Resident, a client, an employee, or another person
Wages and Labor Standards	Indiana Blacklisting Statute	<i>Ind. Code Ann.</i> § 22-5-3-3	<i>Ind. Code Ann.</i> § 22-5-3-3(c)	Private employer under public contract	Employee of private employers under public contract

Source: Compiled by CRS using *West's Annotated Indiana Code* and Indiana session laws available on Westlaw and other secondary sources. December 2023. Updated using compiled by CRS using *Burns Indiana Statutes Annotated* available on Lexis (current through P.L. 171-2024 of the Second Regular Session of the 123rd General Assembly) and other secondary sources. November 2024.

Notes:

- a. Qui tam provisions under Indiana's False Claims and Whistleblower Protection statutes: *Ind. Code Ann.* §§ 5-11-5.5-5 to 5-11-5.5-7.
- b. Qui tam provisions in Indiana's Medicaid False Claims and Whistleblower Protection statutes: *Ind. Code Ann.* § 5-11-5.7-4 to 5-11-5.7-7.

Table 16. Iowa

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Iowa Civil Rights Act of 1965	<i>Iowa Code</i> § 216.11	<i>Iowa Code</i> §§ 216.15 to 216.17	Person	Person
Commerce and Trade	Beer Brewers and Wholesalers-Canned Cocktails	<i>Iowa Code</i> § 123A.9(7)	<i>Iowa Code</i> § 123A.9	Brewer	Wholesaler
Education	Charter Schools	<i>Iowa Code</i> § 256E.7(0j)	No Statute Identified	Charter school	Employee or contractor
	School Districts	<i>Iowa Code</i> § 279.14B	No Statute Identified	Board of Directors of a school district	Employee or contractor
	Speech and Expression at Public Institutions of Higher Education	<i>Iowa Code</i> § 261H.2(3)	<i>Iowa Code</i> § 261H.5	Public institution of higher education	Member of the campus community
Environment and Natural Resources	Coal Mining	<i>Iowa Code</i> § 207.28(1)	<i>Iowa Code</i> § 207.28(2)	Person	Employee or authorized representative of employees
False Claims	False Claims ^a	<i>Iowa Code</i> § 685.3(6)(a)	<i>Iowa Code</i> § 685.3(6)(b)	Not Identified	Employee, contractor, or agent
Healthcare	Health Care Facilities	<i>Iowa Code</i> § 135C.46(1)	No Statute Identified	Facility	Resident or employee
	Regulation of Pharmacy Benefits Managers	<i>Iowa Code</i> § 510B.4A	No Statute Identified	Pharmacy benefits manager	Pharmacy
Housing and Real Property	Manufactured Home Communities or Mobile Home Parks Residential Landlord and Tenant Law	<i>Iowa Code</i> § 562B.32(1)	<i>Iowa Code</i> § 562B.32(2)	Landlord	Tenant
	Uniform Residential Landlord and Tenant Law	<i>Iowa Code</i> § 562A.36(1)(a)	<i>Iowa Code</i> § 562A.36(2)	Landlord	Tenant
Labor and Collective Bargaining	Public Employment Relations Act	<i>Iowa Code</i> § 20.10(2)(d)	<i>Iowa Code</i> § 20.11	Public employer or designated representative	Public employee
Occupational Health and Safety	Occupational Safety and Health	<i>Iowa Code</i> § 88.9(3)(a)	<i>Iowa Code</i> § 88.9(3)(b)	Person	Employee
	Smokefree Air Act	<i>Iowa Code</i> §§ 142D.7, 142D.9(3)	No Statute Identified	Person or employer	Employee, applicant for employment, or customer

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Worker Right to Know Law	<i>Iowa Code</i> § 89B.9	<i>Iowa Code</i> § 89B.9	Employer	Employee
	Adult Day Services	<i>Iowa Code</i> § 231D.12(1)	No Statute Identified	Adult day services program	Participant, participant's family, or an employee of the program
	Assisted Living Programs	<i>Iowa Code</i> § 231C.13	No Statute Identified	Assisted living program	Tenant, tenant's family, or employee
	Child Abuse Reporting, Assessment, and Rehabilitation	<i>Iowa Code</i> § 232.73A(1)	<i>Iowa Code</i> § 232.73A(2)	Employer	Employee
	Dependent Adult Abuse				
	Facilities and programs - dependent adult abuse reports	<i>Iowa Code</i> § 235E.2(8)	<i>Iowa Code</i> §§ 235E.4, 235B.11	Person or employer	Person
	Services - dependent adult abuse reports	<i>Iowa Code</i> § 235B.3(12)	<i>Iowa Code</i> § 235B.11	Person or employer	Person
	Elder Group Homes	<i>Iowa Code</i> § 231B.13	No Statute Identified	Elder group home	Tenant, a tenant's family, or employee
	Long-Term Care Ombudsman	<i>Iowa Code</i> § 231.42(9)	No Statute Identified	Officer, owner, director, or employee of a long-term care facility, assisted living program, or elder group home	Person
Wages and Labor Standards	Genetic testing	<i>Iowa Code</i> § 729.6(7)	<i>Iowa Code</i> § 729.6(8)	Person	Employee, labor organization member, or licensee, or prospective employee, member, or licensee
	Use of polygraph examinations	<i>Iowa Code</i> § 730.4(4)	<i>Iowa Code</i> § 730.4(4)-(5)	Person	Employee
	Iowa Wage Payment Collection Law	<i>Iowa Code</i> § 91A.10(5)	<i>Iowa Code</i> § 91A.10(5)	Any employee	Any employee
	Regulation of Licensed Professions and Occupations	<i>Iowa Code</i> § 272C.8(1)(c)	<i>Iowa Code</i> § 272C.8(2)	Employer	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	Iowa Whistleblower Statute				
	Public officers and employees - prohibitions relating to certain actions by state employees	<i>Iowa Code</i> § 70A.28	<i>Iowa Code</i> § 70A.28(5)-(6)	Person who serves as the head of a state department or agency or otherwise serves in a supervisory capacity within the executive or legislative branch of state government	Employee (public)
	Public officers and employees - reprisals prohibited	<i>Iowa Code</i> § 70A.29	<i>Iowa Code</i> § 70A.29(3)-(4)	Person (public)	Employee (public)

Source: Compiled by CRS using the *Iowa Code Annotated* and Iowa session laws available on Westlaw and other secondary sources. December 2023. Updated using *Iowa Annotated Statutes* available on Lexis (current through legislation from the 2024 Regular Session of the 90th General Assembly) and other secondary sources. November 2024.

Notes:

- a. Iowa's False Claims statute qui tam provisions: *Iowa Code* § 685.3.

Table 17. Kansas

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Labor Relations	<i>Kan. Stat. Ann.</i> § 44-828(b)(4)	<i>Kan. Stat. Ann.</i> § 44-829	Agricultural employer	Employee
Anti-discrimination Laws	Kansas Act Against Discrimination	<i>Kan. Stat. Ann.</i> § 44-1009(a)(4)	<i>Kan. Stat. Ann.</i> § 44-1005	Employer, employment agency or labor organization	Person
	Kansas Age Discrimination in Employment Act	<i>Kan. Stat. Ann.</i> § 44-1113(a)(5)	<i>Kan. Stat. Ann.</i> § 44-1115	Employer, employment agency or labor organization	Person
Crime and Law Enforcement	Kansas Sexually Violent Predators Act	<i>Kan. Stat. Ann.</i> § 59-29a22(e)	No Statute Identified	Person	Person or employee
Education	Fairness in Women's Sports Act	<i>Kan. Stat. Ann.</i> § 60-5605(b)	<i>Kan. Stat. Ann.</i> § 60-5605(b)	Public educational entity or athletic association or organization	Student
	Separate Accommodations by Biological Sex for Overnight School District Sponsored Travel	<i>Kan. Stat. Ann.</i> § 72-6286(b)	<i>Kan. Stat. Ann.</i> § 72-6286 (b)	School district or any employee	Student
False Claims Healthcare	Kansas False Claims Act	<i>Kan. Stat. Ann.</i> § 75-7506	<i>Kan. Stat. Ann.</i> § 75-7506	Employer	Employee
	Health Care Providers				
	Impaired providers	<i>Kan. Stat. Ann.</i> §§ 65-4924, 65-4928(a)	<i>Kan. Stat. Ann.</i> §§ 65-4924, 65-4928(b)	Employer	Employee
	Reportable incidents	<i>Kan. Stat. Ann.</i> §§ 65-4923, 65-4928(a)	<i>Kan. Stat. Ann.</i> §§ 65-4924, 65-4928(b)	Employer	Employee
Housing and Real Property	Mobile Home Parks Residential Landlord and Tenant Act	<i>Kan. Stat. Ann.</i> § 58-25,125(a)	<i>Kan. Stat. Ann.</i> §§ 58-25,125(b), 58-25,119	Landlord	Tenant
	Residential Landlord and Tenant Act	<i>Kan. Stat. Ann.</i> § 58-2572(a)	<i>Kan. Stat. Ann.</i> §§ 58-2572(b), 58-2563	Landlord	Tenant
Labor and Collective Bargaining	Kansas Employer and Employee Relations Act of 1943				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Unlawful acts of employer	<i>Kan. Stat. Ann. § 44-808(4)</i>	No Statute Identified	Employer	Employee, member of a labor organization
	Unlawful acts	<i>Kan. Stat. Ann. § 44-809(1)</i>	No Statute Identified	Person	Member of a labor organization
	Public Employer-Employee Relations Act	<i>Kan. Stat. Ann. § 75-4333(b)(4)</i>	<i>Kan. Stat. Ann. § 75-4334</i>	Public employer	Employee (public)
Military and State Defense Forces	Kansas Code of Military Justice	2024 Kan. Sess. Laws 1037 § 32 (S.B. 292, Reg. Sess. (Kan. 2024)) (to be codified at <i>Kan. Stat. Ann. § 48-3070</i>)	No Statute Identified	Person subject to the Kansas Code of Military Justice	Person
Occupational Health and Safety	Kansas Indoor Clean Air Act	<i>Kan. Stat. Ann. § 21-6112(f)</i>	No Statute Identified	Employer	Employee, applicant for employment or customer
	Inspection of Places of Business and Safety and Protection of Employees	<i>Kan. Stat. Ann. § 44-636(f)</i>	No Statute Identified	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Advocate Act	2024 Kan. Sess. Laws 955 § 5 (S.B. 115, Reg. Sess. (Kan. 2024)) (to be codified at <i>Kan. Stat. Ann. § 75-7605</i>)	No Statute Identified	Not Identified	Child, employee of the Kansas Department for Children and Families, an employee of the Kansas Department for Children and Families contracting agencies, or the Kansas Department of Corrections
	Long-Term Care Ombudsman Act	<i>Kan. Stat. Ann. § 75-7313(b)</i>	No Statute Identified	Person	Officer or employee of a facility or against any resident or any guardian or family member thereof
	Mentally Ill, Incapacitated and Dependent Persons				
	Abuse, neglect or exploitation of residents of adult care homes or medical care facilities	<i>Kan. Stat. Ann. § 39-1403(b)</i>	<i>Kan. Stat. Ann. § 39-1403(b)</i>	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	Abuse, neglect or financial exploitation of certain adults	<i>Kan. Stat. Ann.</i> § 39-1432(b)	<i>Kan. Stat. Ann.</i> § 39-1432(b)	Employer	Employee
	Revised Kansas Code for Care of Children	<i>Kan. Stat. Ann.</i> § 38-2224(a)		Employer	Employee
	Minimum Wage and Maximum Hours Law	<i>Kan. Stat. Ann.</i> § 44-1210(b)	No Statute Identified	Employer	Employee
	Unlawful Acts Against Witnesses and Litigants	<i>Kan. Stat. Ann.</i> § 44-615	No Statute Identified	Person, firm or corporation	Employee
Whistleblower Laws	Kansas Whistleblower Act	<i>Kan. Stat. Ann.</i> § 75-2973	<i>Kan. Stat. Ann.</i> § 75- 2973(f)	Supervisor or appointing authority (public)	Employee (public)

Source: Compiled by CRS using *West's Kansas Statutes Annotated* and Kansas session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Kansas Annotated Statutes* available on Lexis (current through laws enacted during the 2024 Regular Session and Special Session of the Kansas Legislature) and other secondary sources. November 2024.

Table 18. Kentucky

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	1976 Equal Opportunities Act	<i>Ky. Rev. Stat. Ann.</i> § 207.170(1)	<i>Ky. Rev. Stat. Ann.</i> §§ 207.210, 207.230	Employer, employment agency, labor organization	Person or applicant for employment or membership
Environment and Natural Resources	Mine Safety Violations	<i>Ky. Rev. Stat. Ann.</i> § 351.030(1)	No Statute Identified	Employer	Person
False Claims	Kentucky Medical Assistance Anti-Fraud Statute	<i>Ky. Rev. Stat. Ann.</i> § 205.8465(3)	<i>Ky. Rev. Stat. Ann.</i> § 205.8465(3)	Employer	Person
Government	Auditor of Public Accounts	<i>Ky. Rev. Stat. Ann.</i> § 43.035(1)	No Statute Identified	Organizational units, employees, or contractors of the Cabinet for Health and Family Services	Complainant or cabinet employee
Healthcare	Health Care Workplace Safety	<i>Ky. Rev. Stat. Ann.</i> § 344.372	<i>Ky. Rev. Stat. Ann.</i> § 344.450	Health facility	Health care worker
	Patient Safety Act	<i>Ky. Rev. Stat. Ann.</i> § 216B.165(3)	No Statute Identified	Health care facility or service	Agent or employee
Housing and Real Property	Uniform Residential Landlord and Tenant Act	<i>Ky. Rev. Stat. Ann.</i> § 383.705(1)	<i>Ky. Rev. Stat. Ann.</i> §§ 383.705(2), 383.655	Landlord	Tenant
Labor and Collective Bargaining	Collective Bargaining for Police Officers and Firefighters				
	Urban-County Government	<i>Ky. Rev. Stat. Ann.</i> § 67A.6904(1)(d)	<i>Ky. Rev. Stat. Ann.</i> § 67A.6906	Urban-county governments and their representatives and agents	Employee (public)
	Local Government	<i>Ky. Rev. Stat. Ann.</i> § 67C.406(1)(d)	<i>Ky. Rev. Stat. Ann.</i> § 67C.410	Consolidated local governments, their representatives, or their agents	Employee (public)
	Firefighters Collective Bargaining Act	<i>Ky. Rev. Stat. Ann.</i> § 345.050(1)(d)	<i>Ky. Rev. Stat. Ann.</i> § 345.070	Public employers, their representatives or their agents	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Occupational Safety and Health of Employees	<i>Ky. Rev. Stat. Ann.</i> § 338.121(3)(a)	<i>Ky. Rev. Stat. Ann.</i> § 338.121(3)(b)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Individuals with Intellectual or Developmental Disabilities	<i>Ky. Rev. Stat. Ann.</i> § 210.033(2)(k)	No Statute Identified	Not Identified	Individuals with intellectual or developmental disability
	Long-Term Care Act	<i>Ky. Rev. Stat. Ann.</i> § 216.541(2)	No Statute Identified	Long-term-care facility or other entity	Employee or resident
	Unified Juvenile Code - Dependency, Neglect, and Abuse	<i>Ky. Rev. Stat. Ann.</i> § 620.030(2)(a), (c)	No Statute Identified	Person	Not Identified
Wages and Labor Standards	Wage Discrimination Because of Sex	<i>Ky. Rev. Stat. Ann.</i> § 337.423(4)	<i>Ky. Rev. Stat. Ann.</i> § 337.427	Employer	Employee
	Wages and Hours	<i>Ky. Rev. Stat. Ann.</i> § 337.990(9)	No Statute Identified	Employer	Employee
Whistleblower Laws	Kentucky Whistleblower Act	<i>Ky. Rev. Stat. Ann.</i> § 61.102	<i>Ky. Rev. Stat. Ann.</i> § 61.103	Employer (public)	Employee (public)

Source: Compiled by CRS using *Baldwin's Kentucky Revised Statutes Annotated* and Kentucky session laws available on Westlaw and other secondary sources. December 2023. Updated using *Michie's Kentucky Revised Statutes Annotated* available on Lexis (current through all 2024 regular session legislation) and other secondary sources. November 2024.

Table 19. Louisiana

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Law	Louisiana Commission on Civil Rights Act	<i>La. Rev. Stat. Ann.</i> § 51:2256	<i>La. Rev. Stat. Ann.</i> § 51:2264	Employer	Person
	Louisiana Employment Discrimination Law				
	Age discrimination	<i>La. Rev. Stat. Ann.</i> § 23:312(D)	<i>La. Rev. Stat. Ann.</i> § 23:303	Employer, employment agency, or labor organization	Employee, applicants for employment, individual, member, or applicant for membership
	Sickle cell trait discrimination	<i>La. Rev. Stat. Ann.</i> § 23:352(D)	<i>La. Rev. Stat. Ann.</i> § 23:303	Employer, employment agency, or labor organization	Employee, applicants for employment, individual, member, or applicant for membership
Crime and Law Enforcement	Rights of Law Enforcement Officers While Under Investigation	<i>La. Rev. Stat. Ann.</i> § 40:2537(A)	<i>La. Rev. Stat. Ann.</i> § 40:2537(B)	Employer	Police employee
Commerce and Trade	Wholesalers and Suppliers of Beer	<i>La. Rev. Stat. Ann.</i> § 26:803(12)	<i>La. Rev. Stat. Ann.</i> § 26:810	Supplier	Wholesaler
Education	Campus Accountability and Safety Act	<i>La. Rev. Stat. Ann.</i> § 17:3399.13.5(A)	No Statute Identified	Institution	Employee or student
	Fairness in Women's Sports Act	<i>La. Rev. Stat. Ann.</i> § 4:446(B)	<i>La. Rev. Stat. Ann.</i> § 4:446(E)	School, athletic association, or other organization	Biological female student
Environment and Natural Resources	Lead Hazard Reduction, Licensure and Certification	<i>La. Rev. Stat. Ann.</i> §§ 30:2351.54, 30:2351.55(A)	<i>La. Rev. Stat. Ann.</i> §§ 30:2027, 30:2351.55(B)	Person	Person
	Surface Mining and Reclamation Act	<i>La. Rev. Stat. Ann.</i> § 30:928(A)	<i>La. Rev. Stat. Ann.</i> § 30:928(B)	Person	Employee or any authorized representative of employees
False Claims	Hurricane Relief Programs Integrity Act ^a	<i>La. Rev. Stat. Ann.</i> § 39:2163(A)-(B)	<i>La. Rev. Stat. Ann.</i> § 39:2163(C)	Employer, business organization, government agency, or other person	Employee or individual
	Medical Assistance Programs Integrity Law ^b	<i>La. Rev. Stat. Ann.</i> § 46:440.3(A)-(B)	<i>La. Rev. Stat. Ann.</i> § 46:440.3(C)	Employer, health care provider	Employee or individual

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Government	Oil Spill Relief Programs Integrity Act ^c	<i>La. Rev. Stat. Ann.</i> § 39:2165.12(A)-(B)	<i>La. Rev. Stat. Ann.</i> § 39:2165.12(C)	Employer, business organization, government agency, or other person	Employee or individual
	Code of Governmental Ethics	<i>La. Rev. Stat. Ann.</i> § 42:1169(A)	<i>La. Rev. Stat. Ann.</i> § 42:1169(B)	Employee with authority to hire, fire, or discipline employees, supervisor, agency head, or elected official	Public employees
Healthcare	Healthcare Workplace Violence Prevention	<i>La. Rev. Stat. Ann.</i> § 40:2199.17	No Statute Identified	Regulated entity	Employee
	Retaliation by Health Care Provider	<i>La. Rev. Stat. Ann.</i> § 40:2009.17	No Statute Identified	Health care provider or government agency	Person or client
Military and State Defense Forces	Louisiana Code of Military Justice	<i>La. Rev. Stat. Ann.</i> § 29:232, art. 132(A)	No Statute Identified	Person subject to the Louisiana Code of Military Justice	Person
	Military Service Relief Act	<i>La. Rev. Stat. Ann.</i> § 29:404(C)	<i>La. Rev. Stat. Ann.</i> § 29:421	Employer	Person
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reporting and Investigation	<i>La. Child. Code Ann.</i> art. 610(A)(3)	No Statute Identified	Employer	Employee who is a mandatory reporter
	Residents' Bill of Rights	<i>La. Rev. Stat. Ann.</i> § 40:2010.8(A)(3)	<i>La. Rev. Stat. Ann.</i> § 40:2010.9	Nursing home, health care facility	Resident
	State Long-Term Care Ombudsman	<i>La. Rev. Stat. Ann.</i> § 40:2010.4(C)	No Statute Identified	Long-term care facility or other entity	Resident or employee
Wages and Labor Standards	Louisiana Equal Pay for Women Act	<i>La. Rev. Stat. Ann.</i> § 23:664(E)	<i>La. Rev. Stat. Ann.</i> §§ 23:665, 23:666	Employer	Employee
	Louisiana Labor Investigation Anti-Discrimination Statute	<i>La. Rev. Stat. Ann.</i> § 23:964(A)	No Statute Identified	Employer	Employee
Whistleblower Laws	Louisiana Environmental Whistleblower Statute	<i>La. Rev. Stat. Ann.</i> § 30:2027(A)	<i>La. Rev. Stat. Ann.</i> § 30:2027(B)	Firm, business, private or public corporation, partnership, individual employer, or federal, state, or local governmental agency	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Louisiana Whistleblower Law	<i>La. Rev. Stat. Ann.</i> § 23:967(A)	<i>La. Rev. Stat. Ann.</i> § 23:967(B)	Employer	Employee
	Whistleblower Protection (Reporting sexual abuse of a minor child)	<i>La. Rev. Stat. Ann.</i> § 23:968(A)	<i>La. Rev. Stat. Ann.</i> § 23:968(B)	Employer	Employee

Source: Compiled by CRS using *West's Louisiana Statutes Annotated* and Louisiana session laws available on Westlaw and other secondary sources. December 2023. Updated using *Louisiana Annotated Statutes* available on Lexis (current through the 2024 First Extraordinary, Second Extraordinary and Regular Sessions) and other secondary sources. November 2024.

Notes:

- a. The Hurricane Relief Programs Integrity Act qui tam provisions: *La. Rev. Stat. Ann.* §§ 39:2157 to 39:2160. Provisions concerning rewards for information leading to a recovery under the Hurricane Relief Programs Integrity Act: *La. Rev. Stat. Ann.* § 39:2162.
- b. Medical Assistance Programs Integrity Law qui tam provisions: *La. Rev. Stat. Ann.* §§ 46:439.1 to 46:439.4. Provisions concerning rewards for information leading to a recovery under the Medical Assistance Programs Integrity Law: *La. Rev. Stat. Ann.* § 46:440.2.
- c. The Oil Spill Relief Programs Integrity Act qui tam provisions: *La. Rev. Stat. Ann.* §§ 39:2165.7 to 39:2165.9. Provisions concerning rewards for information leading to a recovery under the Oil Spill Relief Programs Integrity Act: *La. Rev. Stat. Ann.* § 2165.11.

Table 20. Maine

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Promote Safety and Fair Labor Practices for Forestry Workers Act	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 644	No Statute Identified	Employee or person	Worker
Anti-discrimination Laws	Human Rights Act				
	Employment discrimination	<i>Me. Rev. Stat. Ann.</i> tit. 5, § 4572(1)(E)	<i>Me. Rev. Stat. Ann.</i> tit. 5, §§ 4611-4614, 4621-4623	Employer, employment agency or labor organization	Individual
	Retaliation and coercion	<i>Me. Rev. Stat. Ann.</i> tit. 5, § 4633(1)	<i>Me. Rev. Stat. Ann.</i> tit. 5, §§ 4611-4614, 4621-4623, 4633(3)	Person	Individual
Building and Construction	Apprenticeship in Energy Facility Construction	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 3502(3)(B)	No Statute Identified	Construction employer	Employee
Family, Medical, and Personal Leave	Family and Medical Leave Requirements	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 847(3)	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 848	Employer	Employee
	Leave Relating to Reserve Training or Military Service	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 814(7)	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 814(8)	Employer	Employee
Housing and Real Property	Residential Landlords and Tenants				
	Retaliatory eviction	<i>Me. Rev. Stat. Ann.</i> tit. 14, § 6001(3)(B)	No Statute Identified	Not Identified	Tenant
	Sexual harassment	<i>Me. Rev. Stat. Ann.</i> tit. 14, §§ 6000(2-A), 6016-A	No Statute Identified	Landlord or landlord's agent	Tenant
Labor and Collective Bargaining	Judicial Employees Labor Relations Act	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 1284(1)(D)	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 1289	Public employer, its representatives and agents	Employee (public)
	Municipal Public Employees Labor Relations Law	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 964(1)(D)	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 968(5)	Public employers, their representatives and their agents	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	State Employees Labor Relations Act	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 979-C(1)(D)	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 979-H	Public employer, its representatives and agents	Employee (public)
	University of Maine System Labor Relations Act	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 1027(1)(D)	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 1029	University, its representatives and agents, the academy, its representatives and agents and the community colleges, their representatives and agents	Employee (public)
Occupational Health and Safety	Occupational Safety Rules and Regulations Board	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 570	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 570	Person	Employee
	Smoking	<i>Me. Rev. Stat. Ann.</i> tit. 22, § 1544	No Statute Identified	Person	Person
	Workplace Smoking Act of 1985	<i>Me. Rev. Stat. Ann.</i> tit. 22, § 1580-A(6)	<i>Me. Rev. Stat. Ann.</i> tit. 22, § 1580-A(5)	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Child and Family Services and Child Protection Act	<i>Me. Rev. Stat. Ann.</i> tit. 22, § 4017	No Statute Identified	Employer	Person
Wages and Labor Standards	Hours of Employment	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 602(2)	No Statute Identified	Employer	Employee
	Maine Equal Pay Law	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 628	No Statute Identified	Employer	Employee
	Minimum Wages	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 671	No Statute Identified	Employer	Employee
Whistleblower Laws	Whistleblowers' Protection Act	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 833(1)	<i>Me. Rev. Stat. Ann.</i> tit. 26, §§ 834-A, 840	Employer	Employee
Workers' Compensation	Maine Workers' Compensation Act	<i>Me. Rev. Stat. Ann.</i> tit. 39-A, § 353	<i>Me. Rev. Stat. Ann.</i> tit. 39-A, § 353	Employer	Employee

Source: Compiled by CRS using the *Maine Revised Statutes Annotated* and Maine session laws available on Westlaw and other secondary sources. December 2023. Updated using the Compiled by CRS using the *Maine Revised Statutes Annotated* available on Lexis Westlaw (current through ch. 684 of the 2024 Second Regular Session and Chapter I of the Revisor's Report of the 131st Maine Legislature) and other secondary sources. November 2024.

Table 21. Maryland

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Maryland Fair Employment Practices Act				
	Interns	<i>Md. Code Ann., State Gov't</i> § 20-610(b)(4)	<i>Md. Code Ann., State Gov't</i> § 20-610(d)	Employer	Interns or applicants for internship
	Unlawful employment practices	<i>Md. Code Ann., State Gov't</i> § 20-606(f)	<i>Md. Code Ann., State Gov't</i> §§ 20-1004 to 20-1015	Employer, employment agency, labor organization	Employee, applicants for employment, labor organization members, applicants to labor organizations, and employment agency discrimination against any individual
Crime and Law Enforcement	Maryland Police Accountability Act of 2021	<i>Md. Code Ann., Pub. Safety</i> § 3-110(a)	No Statute Identified	Not Identified	Police officer
Education	Office of Integrity and Compliance for Prince George's County, Maryland	<i>Md. Code Ann., Educ.</i> § 4-404(h)(1)	No Statute Identified	Not Identified	Local school system employee, vendor, or employee of any vendor
Entertainment, Gaming, and Recreation	Country Clubs and Golf Courses	<i>Md. Code Ann., Tax-Prop.</i> § 8-214(b)	<i>Md. Code Ann., Tax-Prop.</i> § 8-215	Country club or golf course	Person
False Claims	False Claims Against State Health Plans and State Health Programs ^a	<i>Md. Code Ann., Health-Gen.</i> § 2-607(a)	<i>Md. Code Ann., Health-Gen.</i> § 2-607(b)-(d)	Person	Employee, contractor, or grantee
	Maryland False Claims Act ^b	<i>Md. Code Ann., Gen. Provis.</i> § 8-107(a)	<i>Md. Code Ann., Gen. Provis.</i> § 8-107(b), (c)	Person	Employee, contractor, or grantee
Family, Medical, and Personal Leave	Maryland Family and Medical Leave Insurance Program	<i>Md. Code Ann., Lab. & Empl.</i> § 8.3-904(3)-(4)	<i>Md. Code Ann., Lab. & Empl.</i> § 8.3-905	Person	Covered individual
Government	Commercial Nondiscrimination Policy	<i>Md. Code Ann., State Fin. & Proc.</i> §§ 19-103(n), 19-106(a), 19-114	<i>Md. Code Ann., State Fin. & Proc.</i> §§ 19-106(a), 19-110	Business entity (that has submitted a bid or proposal for, has been selected to engage in, or is engaged in providing	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
				goods or services to the State)	
	Maryland Public Ethics Law	<i>Md. Code Ann., Gen. Provis. § 5-509</i>	No Statute Identified	Official or employee	Individual
Healthcare	Health Program Integrity and Recovery Activities	<i>Md. Code Ann., Health-Gen. § 2-505(b)(2)</i>	<i>Md. Code Ann., Health-Gen. § 2-505(b)(3)-(b)(5)</i>	Provider	Employee
Housing and Real Property	Landlord and Tenant	<i>Md. Code Ann., Real Prop. § 8-208.1(a)(2)</i>	<i>Md. Code Ann., Real Prop. § 8-208.1(b)-(c)</i>	Landlord	Tenant
	Lead Poisoning Prevention Program	<i>Md. Code Ann., Real Prop. § 8-208.2(a)-(b)</i>	<i>Md. Code Ann., Real Prop. § 8-208.2(c)</i>	Landlord	Tenant
Labor and Collective Bargaining	Public Employee Relations Act	<i>Md. Code Ann., State Gov't §§ 22-205(c), 22-206(a)(5)</i>	No Statute Identified	Public employer and its officers, employees, agents, or representatives	Employee (public)
Military and State Defense Forces	Maryland Code of Military Justice	<i>Md. Code Ann., Pub. Safety § 13A-1057(b)</i>	No Statute Identified	Person subject to the Maryland Code of Military Justice	Person
Occupational Health and Safety	Clean Indoor Air Act of 2007	<i>Md. Code Ann., Lab. & Empl. § 5-608(e)</i>	No Statute Identified	Employer	Employee
	Maryland Occupational Safety and Health Act	<i>Md. Code Ann., Lab. & Empl., § 5-604(b)</i>	<i>Md. Code Ann., Lab. & Empl., § 5-604(c)-(d)</i>	Employer	Employee
Public Utilities	Washington Suburban Sanitary Commission	<i>Md. Code Ann., Pub. Util. § 17-608(c)</i>	No Statute Identified	Not Identified	Commission employee, vendor, or employee of any vendor
Safety, Protection, and Care for Vulnerable Groups	Long-Term Care Ombudsman Program	<i>Md. Code Ann., Hum. Servs. § 10-910(b)</i>	No Statute Identified	Person	Person
Taxation	Charitable Enforcement and Protection of Charitable Assets	<i>Md. Code Ann., Bus. Reg. § 6-622</i>	No Statute Identified	Person	Individual
Wages and Labor Standards	Criminal History Screening	<i>Md. Code Ann., Lab. & Empl. § 3-1504</i>	No Statute Identified	Employer	Applicant or employee
	Employer Retaliation for Certain Employee Activity				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Violations of employment of minors laws	<i>Md. Code Ann., Lab. & Empl. § 3-105(a)(1), (b)</i>	<i>Md. Code Ann., Lab. & Empl. § 3-105(c)-(e)</i>	Employer	Employee
	Violations of equal pay for equal work laws	<i>Md. Code Ann., Lab. & Empl. § 3-105(a)(2), (b)</i>	<i>Md. Code Ann., Lab. & Empl. § 3-105(c)-(e)</i>	Employer	Employee
	Violations of living wage in state procurement laws	<i>Md. Code Ann., Lab. & Empl. § 3-105(a)(6), (b)</i>	<i>Md. Code Ann., Lab. & Empl. § 3-105(c)-(e)</i>	Employer	Employee
	Violations of Maryland's Wage and Hour Law	<i>Md. Code Ann., Lab. & Empl. § 3-105(a)(3), (b)</i>	<i>Md. Code Ann., Lab. & Empl. § 3-105(c)-(e)</i>	Employer	Employee
	Violations of Maryland's Wage Payment and Collection Law	<i>Md. Code Ann., Lab. & Empl. § 3-105(a)(4), (b)</i>	<i>Md. Code Ann., Lab. & Empl. § 3-105(c)-(e)</i>	Employer	Employee
	Violations of workplace fraud laws (construction and landscaping services)	<i>Md. Code Ann., Lab. & Empl. § 3-105(a)(5), (b)</i>	<i>Md. Code Ann., Lab. & Empl. § 3-105(c)-(e)</i>	Employer	Employee
Whistleblower Laws	Health Care Worker Whistleblower Protection Act	<i>Md. Code Ann., Health Occ. § 1-502</i>	<i>Md. Code Ann., Health Occ. §§ 1-504 to 1-505</i>	Employer	Employee
	Maryland Whistleblower Law	<i>Md. Code Ann., State Pers. & Pens. § 5-305</i>	<i>Md. Code Ann., State Pers. & Pens. §§ 5-307 to 5-311</i>	Supervisor, appointing authority, or the head of a principal unit (public)	Employee (public)
	Public School Employee Whistleblower Protection Act	<i>Md. Code Ann., Educ. § 6-902</i>	<i>Md. Code Ann., Educ. §§ 6-904 to 6-905</i>	Public school employer	Public school employee
	State Contractor Employees' Whistleblower Protection	<i>Md. Code Ann., State Fin. & Proc. § 11-303</i>	<i>Md. Code Ann., State Fin. & Proc. §§ 11-304 to 11-305</i>	Employer (state contractor)	Employee
	Whistleblower Reward Program (violations of tax laws)	<i>Md. Code Ann., Tax-Gen. § 1-405(a)</i>	<i>Md. Code Ann., Tax-Gen. § 1-405(b)</i>	Current or prospective employer, contractor, or agent	Individual

Source: Compiled by CRS using *West's Annotated Code of Maryland* and Maryland session laws available on Westlaw and other secondary sources. December 2023. Updated using *Michie's Annotated Code of Maryland* available on Lexis (current through all acts of the 2024 Regular Session) and other secondary sources. November 2024.

Notes:

- a. Qui tam provisions under Maryland's laws for False Claims against State Health Plans and State Health Programs: *Md. Code Ann., Health-Gen. §§ 2-604 to 2-606*.
- b. Maryland False Claims Act qui tam provisions: *Md. Code Ann., Gen. Provis. §§ 8-104 to 8-107*.

Table 22. Massachusetts

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Age Discrimination	<i>Mass. Ann. Laws</i> ch. 149, § 24F	<i>Mass. Ann. Laws</i> ch. 149, §§ 24C, 24H	Whoever, personally or by his agent	Employee
	Disabled Persons	<i>Mass. Ann. Laws</i> ch. 19C, § 11	<i>Mass. Ann. Laws</i> ch. 19C, § 11	Person	Employee, client, or other person
	Massachusetts Fair Employment Practices Act	<i>Mass. Ann. Laws</i> ch. 151B, § 4(4)	<i>Mass. Ann. Laws</i> ch. 151B, §§ 5, 9	Person, employer, labor organization or employment agency	Person
Crime and Law Enforcement	Massachusetts Peace Officer Standards and Training Commission	<i>Mass. Ann. Laws</i> ch. 6E, § 12	No Statute Identified	Officer or employee of the commonwealth or of any county, city, town or district	Officer or employee
Education	Fair Educational Practices Act	<i>Mass. Ann. Laws</i> ch. 151C, § 2(b)	<i>Mass. Ann. Laws</i> ch. 151C, §§ 3-4	Educational institution	Employee, student, or applicant
Entertainment, Gaming, and Recreation	Massachusetts Sports Wagering Act	<i>Mass. Ann. Laws</i> ch. 23N, § 22	No Statute Identified	Operator	Employee
False Claims	Massachusetts False Claims Act ^a	<i>Mass. Ann. Laws</i> ch. 12, § 5J(2)	<i>Mass. Ann. Laws</i> ch. 12, § 5J(2)	Not Identified	Employee, contractor or agent
Family, Medical, and Personal Leave	Massachusetts Earned Sick Time Law	<i>Mass. Ann. Laws</i> ch. 149, § 148C(i)	<i>Mass. Ann. Laws</i> ch. 149, § 150	Employer	Employee
	Massachusetts Paid Family and Medical Leave Act	<i>Mass. Ann. Laws</i> ch. 175M, § 9(b)	<i>Mass. Ann. Laws</i> ch. 175M, § 9(d)	Employer	Employee
Government	Office of the Inspector General	<i>Mass. Ann. Laws</i> ch. 12A, § 14(c)	No Statute Identified	Employee who has authority to take, direct others to take, recommend, or approve any personnel action	Employee
Healthcare	Medical Malpractice Act	<i>Mass. Ann. Laws</i> ch. 112, § 5F	<i>Mass. Ann. Laws</i> ch. 112, § 5F	Employer or duly authorized agent of an employer	Employee
	Retaliation by Health Care Facilities	<i>Mass. Ann. Laws</i> ch. 149, § 187(b)	<i>Mass. Ann. Laws</i> ch. 149, § 187(d)	Health care facility	Health care provider

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Estates for Years and at Will	<i>Mass. Ann. Laws</i> ch. 186, § 18	<i>Mass. Ann. Laws</i> ch. 186, § 18	Person or agent thereof	Tenant
	Manufactured Housing Community	<i>Mass. Ann. Laws</i> ch. 140, § 32N	<i>Mass. Ann. Laws</i> ch. 140, § 32N	Manufactured housing community licensee or his agent	Manufactured housing community resident or group of residents
Labor and Collective Bargaining	Labor Relations: Public Employees	<i>Mass. Ann. Laws</i> ch. 150E, § 10(a)(4)	<i>Mass. Ann. Laws</i> ch. 150E, § 11	Public employer	Employee (public)
Military and State Defense Forces	Soldiers' Homes	<i>Mass. Ann. Laws</i> ch. 115A, § 15(b)	No Statute Identified	Person	Resident or staff of a state-operated veterans' home, individual acting on behalf of any resident or staff of a state-operated veterans' home, or individual organization
Occupational Health and Safety	Complaints by Employees Relating to Asbestos	<i>Mass. Ann. Laws</i> ch. 149, § 6D	No Statute Identified	Employer	Employee
	Hazardous Substances Disclosure by Employers	<i>Mass. Ann. Laws</i> ch. 111F, § 13	<i>Mass. Ann. Laws</i> ch. 111F, § 13	Employer	Employee
	Smoke-Free Workplace Law	<i>Mass. Ann. Laws</i> ch. 270, § 22(k)	No Statute Identified	An individual, person, entity or organization subject to the smoking prohibitions	Person
Science, Technology, and Communications	Refusal to Conduct Embryonic Stem Cell Research by Employee	<i>Mass. Ann. Laws</i> ch. 111L, § 7(b)(i)	No Statute Identified	Institution conducting research, person with whom an institution conducting research pursuant to this chapter has a contractual relationship	Employee
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Residence	<i>Mass. Ann. Laws</i> ch. 19D, § 15(c)	<i>Mass. Ann. Laws</i> ch. 19D, § 15(c)	Assisted living residence	Employee or resident
	Elder Abuse	<i>Mass. Ann. Laws</i> ch. 19A, § 15(d)	No Statute Identified	Employer or supervisor	Employee or supervisee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Transportation	Office of the Child Advocate	<i>Mass. Ann. Laws</i> ch. 18C, § 8	<i>Mass. Ann. Laws</i> ch. 18C, § 8	Person	Person
	Protection and Care of Children, and Proceedings Against Them	<i>Mass. Ann. Laws</i> ch. 119, §§ 51A(h), 51B(o)	<i>Mass. Ann. Laws</i> ch. 119, §§ 51A(h), 51B(o)	Employer	Mandated reporter
	Reports of Abuse of Patients	<i>Mass. Ann. Laws</i> ch. 111, § 72G	<i>Mass. Ann. Laws</i> ch. 111, § 72G	Facility, home health agency or hospice program	Person
	Statewide Long Term Care Ombudsman	<i>Mass. Ann. Laws</i> ch. 6A, § 16CC(h)	<i>Mass. Ann. Laws</i> ch. 6A, § 16CC(h)	Long-term care facility, assisted living residence or other entity	Resident or employee of such facility, residence or entity
	Massachusetts Bay Transportation Authority	<i>Mass. Ann. Laws</i> ch. 161A, § 25(ii)(a)	No Statute Identified	Directors of the Massachusetts Bay Transportation Authority	Employee
Unemployment Benefits and Insurance	Transportation Network Drivers ^b	Sec. 4(A)(10) ^c	Sec. 4(C) ^d	Transportation network company	Transportation network driver
Wages and Labor Standards	Unemployment Insurance Law ^e	<i>Mass. Ann. Laws</i> ch. 151A, § 58A	<i>Mass. Ann. Laws</i> ch. 151A, § 58A	Employer	Individual
	Massachusetts Equal Pay Act				
	Sex Discrimination - Wages	<i>Mass. Ann. Laws</i> ch. 149, § 105A(c)(3)	<i>Mass. Ann. Laws</i> ch. 149, § 105A(b)	Employer	Employee
	Sex Discrimination - Whistleblower	<i>Mass. Ann. Laws</i> ch. 149, §§ 105A, 105B	No Statute Identified	Employer	Employee
	Minimum Fair Wage Law	<i>Mass. Ann. Laws</i> ch. 151, § 19(1)	<i>Mass. Ann. Laws</i> ch. 149, § 150	Any employer and his agent, or the officer or agent of any corporation	Employee (including employee in the domestic service of any family or person)
	Salary Range Transparency	<i>Mass. Ann. Laws</i> ch. 149, § 105F(e) (eff. Oct. 29, 2025)	No Statute Identified	Covered employer	Employee or applicant

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	State Labor Relations Law				
	Domestic service employees	<i>Mass. Ann. Laws</i> ch. 150A, § 3A	<i>Mass. Ann. Laws</i> ch. 150A, § 3A	Employer	Individual employed in the domestic service of any family or person
	Unfair labor practices by employers	<i>Mass. Ann. Laws</i> ch. 150A, § 4(4)	<i>Mass. Ann. Laws</i> ch. 150A, § 6	Employer	Employee
	Wage and Hour	<i>Mass. Ann. Laws</i> ch. 149, § 148A	<i>Mass. Ann. Laws</i> ch. 149, § 150	Employer	Employee
	Massachusetts Healthcare Whistleblower Act	<i>Mass. Ann. Laws</i> ch. 149, § 187(b)	<i>Mass. Ann. Laws</i> ch. 149, § 187(d)	Health care facility	Health care provider
	Massachusetts Whistleblower Act	<i>Mass. Ann. Laws</i> ch. 149, § 185(b)	<i>Mass. Ann. Laws</i> ch. 149, § 185(d)	Employer (public) or public utility employer	Employee (public)

Source: Compiled by CRS using the *Massachusetts General Laws Annotated* and Massachusetts session laws available on Westlaw and other secondary sources. December 2023. Updated using the *Annotated Laws of Massachusetts* (current through Chapter 226 of the 2024 Legislative Session of the 193rd General Court) available on Lexis and other secondary sources. December 2024.

Notes:

- a. Massachusetts false claims qui tam provisions: *Mass. Ann. Laws* ch. 12, §§ 5C-5D, 5L.
- b. This is a Massachusetts ballot initiative, Question 3, concerning unionization and collective bargaining for transportation network drivers which Massachusetts voters adopted in the 2024 general election. Question 3: Unionization for Transportation Network Drivers, Secretary of the Commonwealth of Massachusetts, https://www.sec.state.ma.us/divisions/elections/publications/information-for-voters-24/quest_3.htm (last visited Dec. 4, 2024); Massachusetts Question 3, Unionization and Collective Bargaining for Transportation Network Drivers Initiative (2024), Ballotpedia, [https://ballotpedia.org/Massachusetts_Question_3_Unionization_and_Collective_Bargaining_for_Transportation_Network_Drivers_Initiative_\(2024\)](https://ballotpedia.org/Massachusetts_Question_3_Unionization_and_Collective_Bargaining_for_Transportation_Network_Drivers_Initiative_(2024)).
- c. *Id.*
- d. *Id.*
- e. Individuals who voluntarily provide information to the Massachusetts Department of Unemployment Insurance that leads “to the establishment of an overpayment or to a determination that an employer has filed a false or fraudulent contribution report” may receive a percentage of the total amount of the penalty assessed and collected. *Mass. Ann. Laws* ch. 151A, § 58A4

Table 23. Michigan

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Elliott-Larsen Civil Rights Act	<i>Mich. Comp. Laws Ann.</i> § 37.2701(a)	<i>Mich. Comp. Laws Ann.</i> §§ 37.2605, 37.2801 to 37.2803	Person	Person
	Persons with Disabilities Civil Rights Act	<i>Mich. Comp. Laws Ann.</i> § 37.1602(a)	<i>Mich. Comp. Laws Ann.</i> § 37.1606	Person	Person
Commerce and Trade	Michigan Liquor Control Code of 1998				
	Wine or mixed spirit drink	<i>Mich. Comp. Laws Ann.</i> § 436.1305(3)(k)	<i>Mich. Comp. Laws Ann.</i> § 436.1305(28)-(33)	Supplier	Wholesaler
	Beer wholesalers and suppliers	<i>Mich. Comp. Laws Ann.</i> § 436.1403(3)(k)	<i>Mich. Comp. Laws Ann.</i> § 436.1403(28)-(33)	Supplier	Wholesaler
False Claims	Medicaid False Claims Act ^a	<i>Mich. Comp. Laws Ann.</i> § 400.610c(1)	<i>Mich. Comp. Laws Ann.</i> § 400.610c(2)	Employer	Employee
Family, Medical, and Personal Leave	Earned Sick Time Act	<i>Mich. Comp. Laws Ann.</i> § 408.966(2) (eff. Feb. 21, 2025)	<i>Mich. Comp. Laws Ann.</i> § 408.967	Employer	Employee
Healthcare	Public Health Code				
	Employee discharge	<i>Mich. Comp. Laws Ann.</i> § 333.20176a(1)	No Statute Identified	Health facility or agency	Employee
	Report or complaint of violation	<i>Mich. Comp. Laws Ann.</i> § 333.20180(3)	No Statute Identified	Hospital	Person employed by or under contract to a hospital
Labor and Collective Bargaining	Public Employment Relations	<i>Mich. Comp. Laws Ann.</i> § 423.210(1)(d)	<i>Mich. Comp. Laws Ann.</i> § 423.216	Public employer or an officer or agent of a public employer	Public employee
Military and State Defense Forces	Michigan Code of Military Justice of 1980	<i>Mich. Comp. Laws Ann.</i> § 32.1132a	No Statute Identified	Individual subject to the Michigan Code of Military Justice of 1980	Individual
Occupational Health and Safety	Michigan Occupational Safety and Health Act				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Participation in investigation	<i>Mich. Comp. Laws Ann.</i> § 408.1029(10)	<i>Mich. Comp. Laws Ann.</i> § 408.1029(10)	Person	Employee or the authorized representative of an employee
	Testifying in a proceeding	<i>Mich. Comp. Laws Ann.</i> § 408.1065(1)	<i>Mich. Comp. Laws Ann.</i> § 408.1065(2)	Person	Employee
	Nursing Homes	<i>Mich. Comp. Laws Ann.</i> § 333.21772	No Statute Identified	Owner, administrator, employee, or representative of a nursing home	Person
	Older Michiganians Act	<i>Mich. Comp. Laws Ann.</i> § 400.586j(1)	No Statute Identified	Person	Officer, employee, resident, or visitor to a long-term care facility; family member or guardian of a resident in a long-term care facility; ombudsman described by this act; or volunteer at a long-term care facility
	Vulnerable Adults	<i>Mich. Comp. Laws Ann.</i> § 750.145p(3)	No Statute Identified	Caregiver, other person with authority over a vulnerable adult, or a licensee	Employee
Wages and Labor Standards	Improved Workforce Opportunity Wage Act	<i>Mich. Comp. Laws Ann.</i> § 408.941	<i>Mich. Comp. Laws Ann.</i> § 408.939	Employer	Employee
	Prevailing Wages on State Projects	<i>Mich. Comp. Laws Ann.</i> § 408.1107	<i>Mich. Comp. Laws Ann.</i> § 408.1119	Contractor or subcontractor (for a state project)	Construction mechanic (working on a state project)
Whistleblower Laws	Whistle-Blowers Protection Act	<i>Mich. Comp. Laws Ann.</i> § 15.362	<i>Mich. Comp. Laws Ann.</i> § 15.363	Employer	Employee
Workers' Compensation	Worker's Disability Compensation Act of 1969	<i>Mich. Comp. Laws Ann.</i> § 418.301(13)	No Statute Identified	Person	Employee

Source: Compiled by CRS using the *Michigan Compiled Laws Annotated* and Michigan session laws available on Westlaw and other secondary sources. January 2024. Updated using the *Michigan Compiled Laws Service* available on Lexis (current through Act 149 of the 2024 Regular Legislative Session and E.R.O. 2024-2) and other secondary sources. November 2024.

Notes:

- a. Michigan's Medicaid False Claims Act qui tam provisions: *Mich. Comp. Laws Ann.* 400.610a.

Table 24. Minnesota

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Minnesota Human Rights Act	<i>Minn. Stat. Ann. § 363A.15</i>	<i>Minn. Stat. Ann. §§ 363A.28, 363A.33</i>	Perpetrator, employer, labor organization, employment agency, public accommodation, public service, educational institution, or owner, lessor, lessee, sublessee, assignee or managing agent of any real property, or any real estate broker, real estate salesperson, or employee or agent	Person
Building and Construction	Construction Codes and Licensing	<i>Minn. Stat. Ann. § 326B.082, sub. 11(b)(7) (designated subd. (11)(b)(8) (eff. Mar. 1, 2025)</i>	No Statute Identified	Person holding or acting as qualifying person for the permit, license, registration, or certificate,	Employee or person
Commerce and Trade	Beer Brewers and Wholesalers	<i>Minn. Stat. Ann. § 325B.10</i>	<i>Minn. Stat. Ann. § 325B.08</i>	Brewer	Wholesaler
False Claims	Minnesota False Claims Act ^a	<i>Minn. Stat. Ann. § 15C.145(a)</i>	<i>Minn. Stat. Ann. § 15C.145(b)</i>	Not Identified	Employee, contractor, or agent
Education	Charter Schools	<i>Minn. Stat. Ann. §§ 124E.12, subd. 1, 181.932</i>	<i>Minn. Stat. Ann. § 181.932</i>	Charter school board	Employee
	Office of the Inspector General, Minnesota Department of Education	<i>Minn. Stat. Ann. § 127A.21(7)</i>	<i>Minn. Stat. Ann. §§ 127A.21(7), 181.932</i>	Employer	Employee or other individual
Family, Medical, and Personal Leave	Parenting Leave and Accommodations	<i>Minn. Stat. Ann. § 181.9447, subd. 6</i>	<i>Minn. Stat. Ann. § 181.944</i>	Employer	Person
Finance, Banking, Securities, and Insurance	Insurance Industry Trade Practices	<i>Minn. Stat. Ann. § 72A.20, subd. 20</i>	No Statute Identified	Insurance company	Insurance agent

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Government	Grants Management Process	<i>Minn. Stat. Ann.</i> § 16B.98, subd. 4	No Statute Identified	Employer (public)	State employee
Healthcare	Health Care Administrative Simplification Act	<i>Minn. Stat. Ann.</i> § 62J.536, subd. 2b(g)	No Statute Identified	Health care provider, health care clearinghouse, or group purchaser	Individual or person
	Nurse and Patient Safety Act	<i>Minn. Stat. Ann.</i> § 144.566, subd. 1(g), (16)	No Statute Identified	A hospital, including any individual, partner, association, or any person or group of persons acting directly or indirectly in the interest of the hospital	Health care worker
	Patient Protection Act	<i>Minn. Stat. Ann.</i> § 62J.80	No Statute Identified	Health plan company or health care provider	Enrollee or patient
Housing and Real Property	Landlord and Tenant				
	Eviction actions	<i>Minn. Stat. Ann.</i> § 504B.285, subd. 2(2)	<i>Minn. Stat. Ann.</i> § 504B.285, subd. 2(2) ^b	Landlord	Tenant
	Tenant's rights	<i>Minn. Stat. Ann.</i> § 504B.212, subd. 2	<i>Minn. Stat. Ann.</i> § 504B.212, subd. 3	Landlord, an agent, or other person acting under the landlord's direction or control	Tenant
Labor and Collective Bargaining	Manufactured Home Park Lot Rentals	<i>Minn. Stat. Ann.</i> § 327C.12(a)	No Statute Identified	Park owner	Resident
	Minnesota Labor Relations Act	<i>Minn. Stat. Ann.</i> § 179.12(a)(4)	<i>Minn. Stat. Ann.</i> § 179.14	Employer	Employee
	Public Employment Labor Relations Act				
	Unfair labor practices	<i>Minn. Stat. Ann.</i> § 179A.13, subd. 2(4)	<i>Minn. Stat. Ann.</i> § 179A.13, subd. 1	Public employers, their agents and representatives	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Unfair labor practices involving charitable hospitals	<i>Minn. Stat. Ann.</i> §§ 179.12(a)(4), 179A.135	<i>Minn. Stat. Ann.</i> §§ 179A.051, 179A.052, and 179A.13, 179A.135	Employer	Hospital employee
Military and State Defense Forces	Minnesota Code of Military Justice	<i>Minn. Stat. Ann.</i> § 192A.6015, subd. 2	No Statute Identified	Any person subject to the Minnesota Code of Military Justice	Person
Occupational Health and Safety	Asbestos Abatement Act	<i>Minn. Stat. Ann.</i> § 326.81	No Statute Identified	Person	Employee
	Minnesota Clean Indoor Air Act	<i>Minn. Stat. Ann.</i> § 144.417, subd. 2(d)	<i>Minn. Stat. Ann.</i> § 144.417, subd. 3	Employer	Employee, applicant for employment, or customer
	Occupational Safety and Health Act of 1973	<i>Minn. Stat. Ann.</i> § 182.654, subd. 9	<i>Minn. Stat. Ann.</i> § 182.669	Not Identified	Employee
	Safe Workplaces for Meat and Poultry Processing Workers Act ^c	<i>Minn. Stat. Ann.</i> § 179.8755(a)	<i>Minn. Stat. Ann.</i> § 179.875	Meat-processing employer or person	Worker
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Facilities	<i>Minn. Stat. Ann.</i> § 144G.92, subd. 1	No Statute Identified	Facility or agent of a facility	Resident, employee, person acting on behalf of the resident
	Home Care Program	<i>Minn. Stat. Ann.</i> § 144A.4791, sub. (11)(d)	No Statute Identified	Home care provider	Client or client's representative
	Minnesota Nursing Home Workforce Standards Board	<i>Minn. Stat. Ann.</i> § 181.216(a)(2)	<i>Minn. Stat. Ann.</i> §§ 181.216(c), 181.217	Nursing home employer	Nursing home worker
	Nursing Homes	<i>Minn. Stat. Ann.</i> § 144.6512(2)	<i>Minn. Stat. Ann.</i> § 144.6512(5)	Nursing home or agent of a nursing home	Resident, employee, person acting on behalf of the resident
	Ombudsman for Long Term Care	<i>Minn. Stat. Ann.</i> § 256.9742, subd. 6	No Statute Identified	Entity	Ombudsman, representative of the office, or a client, or guardian or family member of a client
	Ombudsman for Mental Health and Developmental Disabilities	<i>Minn. Stat. Ann.</i> § 245.94, subd. 3	No Statute Identified	Agency, facility, or program	Client or person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Reporting of Maltreatment of Minors				
	Anti-retaliation	<i>Minn. Stat. Ann.</i> § 260E.07(a)	<i>Minn. Stat. Ann.</i> § 260E.07(b)	Employer	Person
	Private or public youth recreation program)	<i>Minn. Stat. Ann.</i> § 260E.055, subd. 3(a)	<i>Minn. Stat. Ann.</i> § 260E.055, subd. 3(b)	Employer	Person
	Substance use disorder treatment (sober homes)	<i>Minn. Stat. Ann.</i> § 254B.181, subd. 2(9) to (10)	<i>Minn. Stat. Ann.</i> § 254B.181, subd. 2(4)	Not Identified	Individual living in a sober home
	Vulnerable Adults Act				
	Anti-retaliation	<i>Minn. Stat. Ann.</i> § 626.557, subd. 17(a)	<i>Minn. Stat. Ann.</i> § 626.557, subd. 17(b)	Facility or person	Person
	Mandatory reporting	<i>Minn. Stat. Ann.</i> § 626.557, subd. 4a(d)	<i>Minn. Stat. Ann.</i> § 626.557, subd. 17(b)	Facility	Mandated reporter
Transportation	Transportation Network Companies	<i>Minn. Stat. Ann.</i> § 181C.05	No Statute Identified	Transportation network company	Driver
Wages and Labor Standards	Child Labor	<i>Minn. Stat. Ann.</i> § 181A.12, subd. 5	<i>Minn. Stat. Ann.</i> § 181A.12, subd. 5	Employer	Employee
	Drug and Alcohol Testing in the Workplace	<i>Minn. Stat. Ann.</i> § 181.956(5)	<i>Minn. Stat. Ann.</i> § 181.956	Employer	Employee
	Employer Sponsored Meetings or Communications	<i>Minn. Stat. Ann.</i> § 181.531, subd. 1(3)	<i>Minn. Stat. Ann.</i> § 181.531, subd. 2	Employer or the employer's agent, representative, or designee	Employee
	Equal Pay for Equal Work Law	<i>Minn. Stat. Ann.</i> § 181.67, subd. 2	<i>Minn. Stat. Ann.</i> § 181.68	Employer	Employee
	Minnesota Fair Labor Standards Act	<i>Minn. Stat. Ann.</i> § 177.32, subd. 2	<i>Minn. Stat. Ann.</i> § 177.27, subds. 8-10	Employer	Employee
	Minnesota Payment of Wages Act	<i>Minn. Stat. Ann.</i> § 181.03, subd. 6 ^d	<i>Minn. Stat. Ann.</i> §§ 181.03, subd. 6, 181.171	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Personnel Record Review and Access	<i>Minn. Stat. Ann.</i> §§ 181.964, 181.965	<i>Minn. Stat. Ann.</i> § 181.965	Employer	Employee
	Wage Disclosure Protection	<i>Minn. Stat. Ann.</i> 181.172(d)	<i>Minn. Stat. Ann.</i> § 181.172(e)	Employer	Employee
Whistleblower Laws	Minnesota Whistleblower Act	<i>Minn. Stat. Ann.</i> § 181.932, subd. 1	<i>Minn. Stat. Ann.</i> § 181.935	Employer	Employee

Source: Compiled by CRS using the *Minnesota Statutes Annotated* and Minnesota session laws available on Westlaw and other secondary sources. January 2024. Updated using the Minnesota Annotated Statutes available on Lexis (current with legislation through chapter 127 of the 2024 Regular Session) and other secondary sources. November 2024.

Notes:

- a. Minnesota's False Claims Act qui tam provisions: *Minn. Stat. Ann.* § 15C.05 to 15C.13.
- b. Provides a retaliation defense to an eviction action.
- c. Minnesota's Safe Workplaces for Meat and Poultry Processing Workers Act also authorizes relief through a private civil action brought on behalf of the Minnesota Commissioner of Labor and Industry with civil penalties shared between the Commissioner and the individual bringing the action. *Minn. Stat. Ann.* § 179.875, subd. 6.
- d. Subdivision 6 prohibits retaliation against employees for asserting rights, including a complaint or expressing an intent to file a complaint, under several statutory code sections, including: 177.21 to 177.44, 181.01 to 181.723, or 181.79. *Minn. Stat. Ann.* § 181.03.

Table 25. Mississippi

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Commerce and Trade	Beer Industry Fair Dealing Act	<i>Miss. Code Ann.</i> § 67-7-7(l)	<i>Miss. Code Ann.</i> § 67-7-21	Supplier	Wholesaler
Safety, Protection, and Care for Vulnerable Groups	Long-Term Care Facilities Ombudsman Act	<i>Miss. Code Ann.</i> § 43-47-67(2)	No Statute Identified	Person	Resident, immediate family, resident representative or an employee of a long-term care facility
Wages and Labor Standards	Mississippi Equal Pay for Equal Work Act	<i>Miss. Code Ann.</i> § 71-17-5(4)	<i>Miss. Code Ann.</i> § 71-17-7	Employer	Employee
Whistleblower Laws	Mississippi Whistleblower Protection Act	<i>Miss. Code Ann.</i> §§ 25-9-171, 25-9-173	<i>Miss. Code Ann.</i> § 25-9-175	Agency (public)	Public employee

Source: Compiled by CRS using West's *Annotated Mississippi Code* and Mississippi session laws available on Westlaw and other secondary sources. January 2024. Updated using the *Mississippi Code 1972 Annotated* available on Lexis (current with 2024 1st and 2nd Extraordinary Sessions and Regular Session legislation) and other secondary sources. November 2024.

Table 26. Missouri

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	Missouri Human Rights Act	<i>Mo. Rev. Stat.</i> § 213.070	<i>Mo. Rev. Stat.</i> §§ 213.075 to 213.085	Employer, employment agency, labor organization, or place of public accommodation	Person
Crime and Law Enforcement	Unlawful Employment Practice (applicable to police departments in St. Louis)	<i>Mo. Rev. Stat.</i> § 84.342(1)	<i>Mo. Rev. Stat.</i> § 84.342(2)	Official, employee, or agent of a municipal police force	Employee of the municipal police force
	Offender Classification, Treatment, Restrictions	<i>Mo. Rev. Stat.</i> § 217.410(10)	No Statute Identified	Person who directs or exercises any authority in a correctional center operated or funded by the department	Offender or employee
Education	Confinement of a Student in Seclusion	<i>Mo. Rev. Stat.</i> § 160.263(5)	No Statute Identified	Officer, administrator, or employee of a public school district or charter school	Person
False Claims	Missouri Health Care Payment Fraud and Abuse ^a	<i>Mo. Rev. Stat.</i> § 191.908	<i>Mo. Rev. Stat.</i> § 191.908(2)	Employer	Employee
Family, Medical, and Personal Leave	Earned Paid Sick Time ^b	Proposition A (Mo. 2024) ^c	Proposition A (Mo. 2024) ^d	Employer	Employee or former employee
Healthcare	Regulation of Abortion	<i>Mo. Rev. Stat.</i> § 188.105(1)(1)(c)	<i>Mo. Rev. Stat.</i> § 188.120	Employer	Person
	Patients Rights	<i>Mo. Rev. Stat.</i> § 630.167(7)	No Statute Identified	Person who directs or exercises any authority in a residential facility, day program or specialized service	Patient, resident or client or employee
	Standards for Hospitals, Ambulatory Surgical Centers, and Abortion Facilities	<i>Mo. Rev. Stat.</i> § 197.285(1)(2)	No Statute Identified	Supervisor or individual with authority to hire or fire in a hospital, ambulatory surgical center, or abortion facility supervisor or individual	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Child Abuse	<i>Mo. Rev. Stat.</i> § 210.115(3)	No Statute Identified	Not Identified	Person
	Nursing Home District Law	<i>Mo. Rev. Stat.</i> § 198.301	No Statute Identified	Employee of a nursing home district who directs or exercises any authority in a facility	Resident or employee
	Nursing Homes and Facilities				
	Abuse or neglect of residents	<i>Mo. Rev. Stat.</i> § 198.070 (11)	No Statute Identified	Person who directs or exercises any authority in a facility	Resident or employee
	Personal possessions of residents held in trust	<i>Mo. Rev. Stat.</i> § 198.090(14)	No Statute Identified	Person who directs or exercises any authority in a facility	Resident or employee
	Office of Child Advocate	<i>Mo. Rev. Stat.</i> § 37.730(2)	No Statute Identified	Not Identified	Recipient or employee the departments or courts
	Personal Care Assistance Services	<i>Mo. Rev. Stat.</i> § 208.912(11)	No Statute Identified	Person who directs or exercises any authority as a vendor, personal care attendant	Consumer
	Protective Services for Adults	<i>Mo. Rev. Stat.</i> § 192.2480(9)	No Statute Identified	Person who directs or exercises any authority in an in-home services provider agency	In-home services client or employee
Unemployment Benefits and Insurance	State Ombudsman for Long-Term Care Facility Residents	<i>Mo. Rev. Stat.</i> § 192.2315(2)	No Statute Identified	Not Identified	Resident or employee of a long-term care facility
	Missouri Employment Security Law	<i>Mo. Rev. Stat.</i> § 288.375	<i>Mo. Rev. Stat.</i> § 288.375(2)	Employer	Employee
	Whistleblower Laws	<i>Mo. Rev. Stat.</i> § 105.055(3)	<i>Mo. Rev. Stat.</i> § 105.055(5), (7)	Supervisor or appointing authority of public employer	Public employees

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Whistleblower's Protection Act	Mo. Rev. Stat. § 285.575	Mo. Rev. Stat. § 285.575(5)-(8)	Employer	Protected person

Source: Compiled by CRS using *Vernon's Annotated Missouri Statutes* and Missouri session laws available on Westlaw and other secondary sources. January 2024. Updated using the *Missouri Annotated Statutes* available on Lexis (current through 102nd General Assembly, 2024 2nd Regular Session) and other secondary sources. December 2024.

Notes:

- a. Provisions concerning award of a share of damages for persons who are the original source of information used by the attorney general to bring an action pursuant to Mo. Rev. Stat. § 191.905(14).
- b. This is a 2024 Missouri ballot initiative, Proposition A, which proposed to increase the state minimum wage and required employers to provide paid sick leave. 2024 Ballot Measures, Missouri Secretary of State, <https://www.sos.mo.gov/elections/petitions/2024BallotMeasures> (last visited Dec. 4, 2024). Missouri voters passed Proposition A in the November 2024 general election. Missouri Proposition A, Minimum Wage and Earned Paid Sick Time Initiative (2024), Ballotpedia, [https://ballotpedia.org/Missouri_Proposition_A,_Minimum_Wage_and_Earned_Paid_Sick_Time_Initiative_\(2024\)](https://ballotpedia.org/Missouri_Proposition_A,_Minimum_Wage_and_Earned_Paid_Sick_Time_Initiative_(2024)) (last visited Dec. 4, 2024).
- c. *Id.* To be codified at Mo. Rev. Stat. § 290.609(2).
- d. *Supra* note b. To be codified at Mo. Rev. Stat. 290.627.

Table 27. Montana

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Montana Human Rights Law	<i>Mont. Code Ann.</i> § 49-2-301	<i>Mont. Code Ann.</i> §§ 49-2-501 to 49-2-512	Person, educational institution, financial institution, or governmental entity or agency	Individual
Education	Save Women's Sports Act	<i>Mont. Code Ann.</i> § 20-7-1307(2)	<i>Mont. Code Ann.</i> § 20-7-1307(2)	School, institution of higher education, or athletic association or organization	Student
False Claims	Montana False Claims Act ^a	<i>Mont. Code Ann.</i> § 17-8-412(3)	<i>Mont. Code Ann.</i> § 17-8-412(4)	Not Identified	Employee, contractor, or agent
Government	Governmental Code of Fair Practices	<i>Mont. Code Ann.</i> § 49-3-209	<i>Mont. Code Ann.</i> §§ 49-3-315, 49-2-501 to 49-2-512	State or local governmental agency	Individual
	Legislative Audit Act	<i>Mont. Code Ann.</i> § 5-13-314	No Statute Identified	Not Identified	Employee of the state of Montana or an authorized contractor
	State Employee Classification, Compensation, and Benefits	<i>Mont. Code Ann.</i> § 2-18-1011(2)	<i>Mont. Code Ann.</i> §§ 2-18-1011 to 2-18-1013	Supervisor or agency (public)	Employee (public)
Healthcare	Protection for Right of Conscience Law	<i>Mont. Code Ann.</i> § 50-4-1105(1)	<i>Mont. Code Ann.</i> § 50-4-1107	Not Identified	Medical practitioner or health care institution
Housing and Real Property	Montana Residential Mobile Home Lot Rental Act	<i>Mont. Code Ann.</i> § 70-33-431(1)	<i>Mont. Code Ann.</i> §§ 70-33-431(2), 70-33-409	Landlord	Tenant
	Residential Landlord and Tenant Act of 1977	<i>Mont. Code Ann.</i> § 70-24-431(1)(a)	<i>Mont. Code Ann.</i> § 70-24-431(2)-(3)	Landlord	Tenant
Labor and Collective Bargaining	Public Employees Collective Bargaining Act	<i>Mont. Code Ann.</i> § 39-31-401(4)	<i>Mont. Code Ann.</i> §§ 39-31-405 to 39-31-406	Public employer	Employee (public)
Occupational Health and Safety	Employee and Community Hazardous Chemical Information Act	<i>Mont. Code Ann.</i> § 50-78-204(4)	<i>Mont. Code Ann.</i> § 50-78-402	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Montana Occupational Safety and Health Act	<i>Mont. Code Ann.</i> § 50-71-123	No Statute Identified	Public sector employer	Public sector employee
	Montana Long-Term Care Residents' Bill of Rights	<i>Mont. Code Ann.</i> § 50-5-1104(e)	No Statute Identified	Not Identified	Resident
	Montana's Code of Ethics	<i>Mont. Code Ann.</i> § 2-2-145(1)	<i>Mont. Code Ann.</i> § 2-2-145(2)-(5)	State agency, state officer, public officer, or public employee	Individual
	Whistleblower Award and Protection Act (securities regulation)	<i>Mont. Code Ann.</i> § 30-10-1111(1)	<i>Mont. Code Ann.</i> § 30-10-1111(3)	Employer	Individual
Whistleblower Laws	Wrongful Discharge from Employment Act	<i>Mont. Code Ann.</i> §§ 39-2-903(8), 39-2-904(1)(a)	<i>Mont. Code Ann.</i> § 39-2-905	Employer	Employee

Source: Compiled by CRS using West's *Montana Code Annotated* and Montana session laws available on Westlaw and other secondary sources. January 2024. Updated using the Montana Code Annotated available on Lexis (current through all 2023 legislation, inclusive of the final Chapter 783 of the 68th Legislature's concluded Regular session) and other secondary sources. November 2024.

Notes:

- a. Montana False Claims Act qui tam provisions: *Mont. Code Ann.* §§ 17-8-406 to 17-8-411.

Table 28. Nebraska

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Age Discrimination in Employment Act	<i>Neb. Rev. Stat. Ann.</i> § 48-1004(4)	<i>Neb. Rev. Stat. Ann.</i> §§ 48-1008 to 48-1009	Employer, employment agency, or labor organization	Person
	Fair Employment Practice Act	<i>Neb. Rev. Stat. Ann.</i> § 48-1114(1)	<i>Neb. Rev. Stat. Ann.</i> §§ 48-1117 to 48-1120	Employer, employment agency, or labor organization	Employee, applicants for employment, labor organization members, applicants to labor organizations, and employment agency discrimination against any individual
	Nebraska Civil Rights Act of 1969	<i>Neb. Rev. Stat. Ann.</i> § 20-136	<i>Neb. Rev. Stat. Ann.</i> §§ 20-136, 20-132 to 20-143	Not Identified	Person
Commerce and Trade	Beer Distribution	<i>Neb. Rev. Stat. Ann.</i> § 53-216(15)	<i>Neb. Rev. Stat. Ann.</i> § 53-223	Supplier	Wholesaler
	Foreign Adversary Contracting Act ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Crime and Law Enforcement	Peace Officers	<i>Neb. Rev. Stat. Ann.</i> §§ 13-3004, 23-1734(2)	<i>Neb. Rev. Stat. Ann.</i> § 23-1734(2)	Not Identified	Peace officer of any municipality or county
	Office of Inspector General of the Nebraska Correctional System Act	<i>Neb. Rev. Stat. Ann.</i> § 47-920	No Statute Identified	Person who has authority to recommend, approve, direct, or otherwise take or affect personnel action	Employee
Family, Medical, and Personal Leave	Family Military Leave Act	<i>Neb. Rev. Stat. Ann.</i> § 55-506	<i>Neb. Rev. Stat. Ann.</i> § 55-507	Employer	Employee
	Nebraska Healthy Families and Workplaces Act ^b	Sec. 5(2) ^c (eff. Oct. 1, 2025)	Sec. 8(6) ^d (eff. Oct. 1, 2025)	Employer	Employee or former employee
Government	State Administrative Departments	<i>Neb. Rev. Stat. Ann.</i> § 81-1395(3)	Statute Not Identified	Agency employing the reporting employee	Reporting employee or person
	State Government Effectiveness Act	<i>Neb. Rev. Stat. Ann.</i> § 81-2705	<i>Neb. Rev. Stat. Ann.</i> §§ 81-2707, 81-2709	Person who has authority to recommend, approve,	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
				direct, or otherwise take or affect personnel action	
Healthcare	Health Care Facility Licensure Act				
	Discrimination retaliation prohibited	<i>Neb. Rev. Stat. Ann.</i> § 71-445(1)	<i>Neb. Rev. Stat. Ann.</i> § 71-445(1)	Health care facility or health care service	Person residing in, served by, or employed at such facility or service
	License; disciplinary action	<i>Neb. Rev. Stat. Ann.</i> § 71-448(6)	No Statute Identified	Health care facility or health care service	Person residing in, served by, or employed at such facility or service
Housing and Real Property	Mobile Home Landlord and Tenant Act	<i>Neb. Rev. Stat. Ann.</i> § 76-14,106(1)	<i>Neb. Rev. Stat. Ann.</i> §§ 76-14,106(2), 76-1498	Landlord	Tenant
	Uniform Residential Landlord and Tenant Act	<i>Neb. Rev. Stat. Ann.</i> § 76-1439(1)	<i>Neb. Rev. Stat. Ann.</i> §§ 76-1439(2), 76-1430	Landlord	Tenant
Labor and Collective Bargaining	Industrial Relations Act	<i>Neb. Rev. Stat. Ann.</i> § 48-824(2)(d)	<i>Neb. Rev. Stat. Ann.</i> § 48-825	Public employer or the public employer's negotiator	Public employee
	State Employees Collective Bargaining Act	<i>Neb. Rev. Stat. Ann.</i> § 81-1386(2)(d)	<i>Neb. Rev. Stat. Ann.</i> § 81-1387	Employer (public) or the employer's negotiator	State employee
Occupational Health and Safety	Health and Safety Regulations	<i>Neb. Rev. Stat. Ann.</i> § 48-443(4)	<i>Neb. Rev. Stat. Ann.</i> § 48-443(4)	Employer	Employee
	Nebraska Clean Indoor Air	<i>Neb. Rev. Stat. Ann.</i> § 71-5732(2)	No Statute Identified	Person or employer	Employee, applicant for employment, or customer
Safety, Protection, and Care for Vulnerable Groups	Children's Residential Facilities and Placing Licensure Act	<i>Neb. Rev. Stat. Ann.</i> § 71-1937	<i>Neb. Rev. Stat. Ann.</i> § 71-1937	Licensees	Individual or the family of an individual residing in, served by, or employed at the residential child-caring agency or child-placing agency
	Long-Term Care Ombudsman Act	<i>Neb. Rev. Stat. Ann.</i> § 81-2264(2)	No Statute Identified	Person	Officer or employee of a long-term care facility or governmental agency or against any resident, resident representative,

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Office of Inspector General of Nebraska Child Welfare Act				or family member of a resident
	Cooperation with Office of Inspector General of Nebraska Child Welfare	<i>Neb. Rev. Stat. Ann.</i> § 43-4321	No Statute Identified	Owners, operators, or managers	Employee
	Disclosure of information by employee	<i>Neb. Rev. Stat. Ann.</i> § 43-4332	No Statute Identified	Person who has authority to recommend, approve, direct, or otherwise take or affect personnel action	Employee
Wages and Labor Standards	Nebraska Wage Payment and Collection Act	<i>Neb. Rev. Stat. Ann.</i> § 48-1235	<i>Neb. Rev. Stat. Ann.</i> § 48-1231	Employer	Employee
	Uniform Credentialing Act	<i>Neb. Rev. Stat. Ann.</i> § 38-1,142	<i>Neb. Rev. Stat. Ann.</i> § 38-1,142	Individual or a business credentialed pursuant to the Uniform Credentialing Act	Person
	Wages (sex discrimination)	<i>Neb. Rev. Stat. Ann.</i> § 48-1221(4)	<i>Neb. Rev. Stat. Ann.</i> § 48-1223	Employer	Employee
	Workplace Privacy Act	<i>Neb. Rev. Stat. Ann.</i> § 48-3505	<i>Neb. Rev. Stat. Ann.</i> § 48-3511	Employer	Employee

Source: Compiled by CRS using *West's Revised Statutes of Nebraska Annotated* and Nebraska session laws available on Westlaw and other secondary sources. January 2024. Updated using the *Revised Statutes of Nebraska Annotated* available on Lexis (current through all Acts of the 1st Special Session of the 108th Legislature (2024); all Acts of the 2nd Regular Session of the 108th Legislature (2024); and the 2024 ballot propositions) and other secondary sources. December 2024.

- a. Nebraska's Foreign Adversary Contracting Prohibition Act provides that if an individual acting as a whistleblower reports a suspected violations of the act to the Nebraska Attorney General and the reported violation results in a penalty, then the individual shall receive a share of the assessed penalty. *Neb. Rev. Stat. Ann.* § 73-907(5).
- b. This is a 2024 Nebraska ballot measure, Initiative 436, which required employers to provide paid sick leave. Robert B. Evnen, Informational Pamphlet on Initiative and Referendum Measures Appearing on the 2024 General Election Ballot, Nebraska Secretary of State, <https://sos.nebraska.gov/sites/default/files/doc/elections/2024/2024%20Ballot%20Measures%20Pamphlet.pdf#page=13f> (last visited Dec. 4, 2024). Nebraska voters passed Initiative 436 in the November 2024 general election. Nebraska Initiative 436, Paid Sick Leave Initiative (2024), Ballotpedia, [https://ballotpedia.org/Nebraska_Initiative_436,_Paid_Sick_Leave_Initiative_\(2024\)](https://ballotpedia.org/Nebraska_Initiative_436,_Paid_Sick_Leave_Initiative_(2024)) (last visited Dec. 4, 2024).
- c. *Id.*
- d. *Id.*

Table 29. Nevada

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Nevada Fair Employment Practices Act	<i>Nev. Rev. Stat. Ann.</i> § 613.340	<i>Nev. Rev. Stat. Ann.</i> §§ 613.405 to 613.435	Employer, employment agency, or labor organization	Employee or applicants for employment, labor organization applicants or members, employment agency discrimination against any person
Commerce and Trade	Franchises Between Liquor Suppliers and Wholesalers	<i>Nev. Rev. Stat. Ann.</i> § 597.162(10)	<i>Nev. Rev. Stat. Ann.</i> § 597.170	Supplier	Wholesaler
Crime and Law Enforcement	Administration of Juvenile Justice or Detention of Juveniles	<i>Nev. Rev. Stat. Ann.</i> § 41.0397(8)	<i>Nev. Rev. Stat. Ann.</i> §§ 41.0397(8), 281.611 to 281.671	Not Identified	State officer, state employee, local officer or local employee
	Peace Officers and Other Law Enforcement Personnel				
	Reporting improper governmental action	<i>Nev. Rev. Stat. Ann.</i> § 289.110(3)	<i>Nev. Rev. Stat. Ann.</i> § 289.120	Employer of a peace officer	Peace officer
	Racial profiling	<i>Nev. Rev. Stat. Ann.</i> § 289.820(1)-(2)	<i>Nev. Rev. Stat. Ann.</i> § 289.120	Not Identified	Peace officer
	Performance of a copyrighted work	<i>Nev. Rev. Stat. Ann.</i> § 289.824(2)	<i>Nev. Rev. Stat. Ann.</i> § 289.120	Not Identified	Peace officer
	Use of Force by Police Officers	<i>Nev. Rev. Stat. Ann.</i> § 193.308(3), (4)(b)	No Statute Identified	Member of a law enforcement agency	Peace officer
Education	Disclosure of Irregularities in Testing Administration and Security	<i>Nev. Rev. Stat. Ann.</i> §§ 390.375, 390.405, 390.410(1)	<i>Nev. Rev. Stat. Ann.</i> § 390.410	Not Identified	School official
	Aversive Intervention and Restraint on Students with Disabilities				
	Retaliation prohibited, private school	<i>Nev. Rev. Stat. Ann.</i> § 394.377	No Statute Identified	Officer, administrator or employee of a private school	Person
	Retaliation prohibited, public school	<i>Nev. Rev. Stat. Ann.</i> § 388.511	No Statute Identified	Officer, administrator or employee of a public school	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
False Claims	Nevada False Claims Act ^a	<i>Nev. Rev. Stat. Ann.</i> § 357.250(1)	<i>Nev. Rev. Stat. Ann.</i> § 357.250	Not Identified	Employee, contractor or agent
Government	Legislative Investigations and Hearings	<i>Nev. Rev. Stat. Ann.</i> § 218E.090	No Statute Identified	State agency (public)	Employee (public)
	Local Government Employers	<i>Nev. Rev. Stat. Ann.</i> § 288.270(1)(d)	<i>Nev. Rev. Stat. Ann.</i> §§ 288.110, 288.280	Local government employer or its designated representative	Employee (public)
	Sounding of Certain Sirens, Bells or Alarms				
	Cities	<i>Nev. Rev. Stat. Ann.</i> § 268.0199(3)	No Statute Identified	City	Employee (public)
	Counties	<i>Nev. Rev. Stat. Ann.</i> § 244.159(3)	No Statute Identified	County	Employee (public)
Healthcare	Medical Facilities and Other Related Entities	<i>Nev. Rev. Stat. Ann.</i> § 449.205	<i>Nev. Rev. Stat. Ann.</i> § 449.207	Medical facility or any agent or employee thereof	Employee of the medical facility or a person acting on behalf of the employee; registered nurse, licensed practical nurse, nursing assistant or medication aide; employee or other provider of care
	Network Plans	<i>Nev. Rev. Stat. Ann.</i> § 687B.800	No Statute Identified	Health carrier which offers or issues a network plan	Participating provider of health care in the network
	Osteopathic Medicine	<i>Nev. Rev. Stat. Ann.</i> § 633.750	<i>Nev. Rev. Stat. Ann.</i> § 633.755	Osteopathic physician or any agent or employee thereof	Employee of the osteopathic physician or a person acting on behalf of the employee; registered nurse, licensed practical nurse, nursing assistant or medication aide - certified
	Physicians, Physician Assistants, Medical Assistants, Perfusionists	<i>Nev. Rev. Stat. Ann.</i> § 630.415	<i>Nev. Rev. Stat. Ann.</i> § 630.417	Physician or any agent or employee thereof	Employee of the physician or a person acting on behalf of the employee;

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	and Practitioners of Respiratory Care				registered nurse, licensed practical nurse, nursing assistant or medication aide - certified
Housing and Real Property	Condominium Hotel Act	<i>Nev. Rev. Stat. Ann.</i> § 116B.690(1)	<i>Nev. Rev. Stat. Ann.</i> § 116B.790	Hotel unit owner, an executive board, a member of an executive board or an officer, employee or agent of an association	Unit owner
	Landlord and Tenant: Dwellings	<i>Nev. Rev. Stat. Ann.</i> § 118A.510(1)	<i>Nev. Rev. Stat. Ann.</i> §§ 118A.390, 118A.510(2)	Landlord	Tenant
	Landlord and Tenant: Manufactured Home Parks	<i>Nev. Rev. Stat. Ann.</i> § 118B.210	No Statute Identified	Landlord	Tenant
	Uniform Common-Interest Ownership Act	<i>Nev. Rev. Stat. Ann.</i> § 116.31183(1)	<i>Nev. Rev. Stat. Ann.</i> § 116.31183(2)	Executive board, a member of an executive board, a community manager or an officer, employee or agent of an association	Unit owner
Occupational Health and Safety	Nevada Clean Indoor Air Act	<i>Nev. Rev. Stat. Ann.</i> § 202.2483(11)	No Statute Identified	Person or employer	Employee, applicant or customer
	Nevada Occupational Safety and Health Act	<i>Nev. Rev. Stat. Ann.</i> § 618.445(1)	<i>Nev. Rev. Stat. Ann.</i> § 618.445(2)-(5)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Home Care Programs	<i>Nev. Rev. Stat. Ann.</i> § 608.690(1)(c)	No Statute Identified	Home care employer	Home care employee
	Facilities for Persons with Intellectual Disabilities and Developmental Disabilities	<i>Nev. Rev. Stat. Ann.</i> § 435.615	No Statute Identified	Officer, director or employee of a facility	Person
	Mental Health Facilities	<i>Nev. Rev. Stat. Ann.</i> § 433.536	No Statute Identified	Officer, director or employee of a facility	Person
	State Long-Term Care Ombudsman	<i>Nev. Rev. Stat. Ann.</i> § 427A.138(1)	No Statute Identified	Officer, director or employee of a facility for long-term care, day care center, facility for long-	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	Break Times to Express Breast Milk	<i>Nev. Rev. Stat. Ann.</i> § 608.0193(4)	No Statute Identified	term rehabilitation or provider of living arrangement services Employer	Employee
	Compensation, Wages and Hours	<i>Nev. Rev. Stat. Ann.</i> § 608.015	No Statute Identified	Person	Employee
	Consumer Credit Report or Other Credit Information	<i>Nev. Rev. Stat. Ann.</i> § 613.570(4)	<i>Nev. Rev. Stat. Ann.</i> § 613.590	Employer	Employee or prospective employee
	Lie Detectors	<i>Nev. Rev. Stat. Ann.</i> § 613.480(4)	<i>Nev. Rev. Stat. Ann.</i> § 613.490	Employer	Employee or prospective employee
	Minimum Wage	<i>Nev. Const. art. 15, § 16(6)</i>	<i>Nev. Const. art. 15, § 16(7)</i>	Employer	Employee
	Nursing Mothers	<i>Nev. Rev. Stat. Ann.</i> § 281.755(3)(b)	<i>Nev. Rev. Stat. Ann.</i> § 281.755(4)	Officer or agent of a public body	Employee (public)
Whistleblower Laws	Nevada Whistleblower Act				
	Local government officer or employee	<i>Nev. Rev. Stat. Ann.</i> § 281.631(1)	<i>Nev. Rev. Stat. Ann.</i> §§ 281.645 ^b	Local governmental officer or employee	Employee (public)
	State officer or employee	<i>Nev. Rev. Stat. Ann.</i> § 281.631(1)	<i>Nev. Rev. Stat. Ann.</i> § 281.641	State officer or employee,	Employee (public)

Source: Compiled by CRS using *West’s Nevada Revised Statutes Annotated* and Nevada session laws available on Westlaw and other secondary sources. January 2024. Updated using *Michie’s Nevada Revised Statutes Annotated* available on Lexis (current through all chapters of the Eighty-Second Regular Session (2023), the Thirty-Fourth and Thirty-Five Special Sessions (2023) and other secondary sources. November 2024.

Notes:

- a. Qui tam provisions in Nevada statutes concerning Submission of False Claims to State or Local Government: *Nev. Rev. Stat. Ann.* §§ 357.080 to 357.180.
- b. Section 281.645 requires local governments to enact procedures, by ordinance, for hearing an appeal from a local governmental officer or employee who alleges a reprisal or retaliatory action for reporting improper governmental action. *Nev. Rev. Stat. Ann.* § 281.645.

Table 30. New Hampshire

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Law Against Discrimination	<i>N.H. Rev. Stat. Ann.</i> § 354-A:19	<i>N.H. Rev. Stat. Ann.</i> §§ 354-A:21 to 354-A:22	Person	Person
Commerce and Trade	Beverage Distributor Agreements	<i>N.H. Rev. Stat. Ann.</i> § 180:2(VIII)	<i>N.H. Rev. Stat. Ann.</i> § 180:6	Beverage manufacturer license holder, brew pub, or beverage vendor	Wholesale distributor
Education	School Athletics	<i>N.H. Rev. Stat. Ann.</i> § 193:42(II)	<i>N.H. Rev. Stat. Ann.</i> § 193:42(II)	School or athletic association or organization	Student
Environment and Natural Resources	Hazardous Waste Management	<i>N.H. Rev. Stat. Ann.</i> § 147-A:12(I)	<i>N.H. Rev. Stat. Ann.</i> § 147-A:12(II)-(III)	Employer	Employee
Entertainment, Gaming, and Recreation	Dog and Horse Racing Facility Employees	<i>N.H. Rev. Stat. Ann.</i> § 273-C:6(I)(d)	<i>N.H. Rev. Stat. Ann.</i> § 273- C:7	Employer	Employee
False Claims	Medicaid Fraud and False Claims ^a	<i>N.H. Rev. Stat. Ann.</i> § 167:61-c(IV)	<i>N.H. Rev. Stat. Ann.</i> § 167:61-c(IV)	Employer	Employee
Healthcare	Health Care Workplace Violence Prevention Program ^b	<i>N.H. Rev. Stat. Ann.</i> § 277-C:2(V)(b)	No Statute Identified	Person or healthcare facility	Reporting individual, person, employee or subordinate
Housing and Real Property	Actions Against Tenants	<i>N.H. Rev. Stat. Ann.</i> § 540:13-a(I)	No Statute Identified ^c	Landlord	Tenant
Labor and Collective Bargaining	Public Employee Labor Relations Act	<i>N.H. Rev. Stat. Ann.</i> § 273-A:5(I)(d)	<i>N.H. Rev. Stat. Ann.</i> § 273-A:6	Public employer	Employee (public)
Occupational Health and Safety	Asbestos Management and Control	<i>N.H. Rev. Stat. Ann.</i> § 141- E:19	No Statute Identified	Employer	Employee, prospective employee, or employee representative
	Worker's Right to Know Act	<i>N.H. Rev. Stat. Ann.</i> § 277-A:7(I)	No Statute Identified	Employer	Employee, prospective employee or employee representative
Safety, Protection, and Care for Vulnerable Groups	Long-Term Care Ombudsman	<i>N.H. Rev. Stat. Ann.</i> § 161-F:15(1)	No Statute Identified	Facility or government agency	Officer or employee of a facility or government agency; resident of a

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Recreation Camp Licensing	<i>N.H. Rev. Stat. Ann.</i> § 170-E:68(X)	No Statute Identified	License holder	facility; volunteer, legal representative or family member of any resident Employee
	Residential Care and Child-Placing Agency Licensing	<i>N.H. Rev. Stat. Ann.</i> § 170-E:48	<i>N.H. Rev. Stat. Ann.</i> § 170-E:46	Child care agency or child-placing agency license holder	Employee
	Residential Care and Health Facility Licensing	<i>N.H. Rev. Stat.</i> § 151:27(IV)	<i>N.H. Rev. Stat. Ann.</i> § 151:30	Facility licensee or administrator	Patient, a patient's personal representative, or an employee
Wages and Labor Standards	Equal Pay	<i>N.H. Rev. Stat. Ann.</i> § 275:38-a	No Statute Identified	Employer	Employee
Whistleblower Laws	Whistleblowers Protection Act				
	Protection of employees reporting violations	<i>N.H. Rev. Stat. Ann.</i> § 275-E:2(I)	<i>N.H. Rev. Stat. Ann.</i> §§ 275-E:2(II), 275-E:4	Employer	Employee
	Public employees	<i>N.H. Rev. Stat. Ann.</i> § 275-E:9	<i>N.H. Rev. Stat. Ann.</i> §§ 275-E:4, 275-E:9	Governmental entity	Public employee

Source: Compiled by CRS using *New Hampshire Revised Statutes Annotated* and New Hampshire session laws available on Westlaw and other secondary sources. January 2024. Updated using the *LexisNexis New Hampshire Revised Statutes Annotated* available on Lexis (current through Chapter 381 of the 2024 Regular Session) and other secondary sources. November 2024.

Notes:

- Qui tam provisions under New Hampshire's statutes concerning Medicaid Fraud and False Claims: *N.H. Rev. Stat. Ann.* § 167:61-c to 167:61-e.
- Repeal effective March 1, 2034. 2023 N.H. Laws 118 §§ 79:213-79:214 (ch. 79; H.B. 2, 2023 Reg. Sess. (N.H. 2023)).
- Tenant may raise defense of retaliatory eviction in any possessory action for residential property. *N.H. Rev. Stat. Ann.* § 540:13-a.

Table 3 I. New Jersey

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Law Against Discrimination	<i>N.J. Stat.</i> § 10:5-12(d)	<i>N.J. Stat.</i> §§ 10:5-12.11, 10:5-13	Person	Person
Buildings and Construction	Construction Industry Independent Contractor Act	<i>N.J. Stat.</i> § 34:20-9	No Statute Identified	Employer or other party	Person
	Ski Lift Safety Act	<i>N.J. Stat.</i> § 34:4A-13	<i>N.J. Stat.</i> § 34:4A-13	Operator	Employee
Crime and Law Enforcement	Dignity for Incarcerated Primary Caretaker Parents Act	<i>N.J. Stat.</i> § 52:27EE-28.5(a)	No Statute Identified	Not Identified	Department employee, subcontractor, or volunteer, an inmate, or a family member or representative of an inmate
Environment and Natural Resources	Inmate Abuse Reports	<i>N.J. Stat.</i> § 30:1B-42(b)	No Statute Identified	Not Identified	Person
	Site Remediation Reform Act	<i>N.J. Stat.</i> § 58:10C-26(a)-(b)	No Statute Identified	Person	Licensed site remediation professional
False Claims	New Jersey False Claims Act ^a	<i>N.J. Stat.</i> § 2A:32C-10(b)	<i>N.J. Stat.</i> § 2A:32C-10(c)	Not identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Family Leave Act	<i>N.J. Stat.</i> § 34:11B-9(c)	<i>N.J. Stat.</i> §§ 34:11B-11 to 34:11B-12	Person	Individual
	Sick Leave	<i>N.J. Stat.</i> § 34:11D-4(a)	<i>N.J. Stat.</i> §§ 34:11D-4(d), 34:11-56a24	Employer	Employee
Finance, Banking, Securities, and Insurance	Life and Health Insurance Code	<i>N.J. Stat.</i> § 17B:25-18.5(a)	No Statute Identified	Officer or employee of the Department of Banking and Insurance (public)	Person
Healthcare	Health Care Facilities Planning Act	<i>N.J. Stat.</i> § 26:2H-5.21	No Statute Identified	Covered health care facility	Health care worker
	Residential Health Care Facilities	<i>N.J. Stat.</i> § 30:11A-10(d)	No Statute Identified	Owner, operator, or employee of a residential health care facility	Resident
Housing and Real Property	Fair Chance in Housing Act	<i>N.J. Stat.</i> § 46:8-61	<i>N.J. Stat.</i> §§ 46:8-61, 46:8-63	Person, housing provider	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Labor and Collective Bargaining	Fair Eviction Notice Act	<i>N.J. Stat. § 2A:42-10.10(b)</i>	<i>N.J. Stat. § 2A:42-10.10</i>	Landlord	Tenant
	Rooming and Boarding House Act of 1979	<i>N.J. Stat. § 55:13B-14(b)</i>	<i>N.J. Stat. § 55:13B-21</i>	Owner, operator or employee	Resident
	New Jersey Employer-Employee Relations Act	<i>N.J. Stat. § 34:13A-5.4(a)(4)</i>	<i>N.J. Stat. § 34:13A-5.4(c)-(d), (f)</i>	Public employers their representatives or agents	Employee (public)
	Public Employees Occupational Safety and Health Act	<i>N.J. Stat. § 34:6A-45(a)</i>	<i>N.J. Stat. § 34:6A-45(b)</i>	Person	Employee (public)
Occupational Health and Safety	Worker and Community Right to Know Act				
	Discharge or penalizing of employee for exercising rights	<i>N.J. Stat. §§ 34:5A-16(b), 34:5a-17(a)</i>	<i>N.J. Stat. § 34:5A-23</i>	Employer	Employee or employee representative
	Discrimination against complaining employee	<i>N.J. Stat. § 34:5A-42</i>	No Statute Identified	Employer	Employee
	Abused Child-Reports and Protective Custody	<i>N.J. Stat. § 9:6-8.13</i>	<i>N.J. Stat. § 9:6-8.13</i>	Not Identified	Person
	Adult Protective Services Act	<i>N.J. Stat. § 52:27D-409(d)</i>	No Statute Identified	Employer or person	Individual
	Bill of Rights for Continuing Care Retirement Community Residents in Independent Living	<i>N.J. Stat. § 52:27D-360.3(g)</i>	No Statute Identified	Not Identified	Residents
	Continuing Care Retirement Community Regulation and Financial Disclosure Act	<i>N.J. Stat. § 52:27D-345(a)</i>	No Statute Identified	Not Identified	Residents living in a facility which holds a certificate of authority issued pursuant to the Continuing Care Retirement Community Regulation and Financial Disclosure Act
	Developmentally Disabled Rights Act	<i>N.J. Stat. § 30:6D-80</i>	<i>N.J. Stat. § 30:6D-80</i>	Not Identified	Person
	State Long-Term Care Ombudsman	<i>N.J. Stat. § 52:27G-14(a)</i>	No Statute Identified	Facility or government agency	Officer or employee of a facility or government

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
					agency, or patient, resident, or client of a facility or guardian or family member thereof
Wages and Labor Standards	Diane B. Allen Equal Pay Act	<i>N.J. Stat. § 34:11-56.6</i>	<i>N.J. Stat. §§ 34:11-56.8, 34:11-58(a)</i>	Employer	Employee
	Disclosing Violations of State Wage, Benefit and Tax Laws	<i>N.J. Stat. § 34:1A-1.14(b)</i>	<i>N.J. Stat. § 34:1A-1.14(c)</i>	Employer	Employee
	Domestic Workers' Wage Protections and Workplace Rights	<i>N.J. Stat. § 34:11-77(d)</i>	<i>N.J. Stat. § 34:11-79(h)</i>	Hiring entity or person	Domestic worker or person
	Minimum Wage	<i>N.J. Stat. § 34:11-56a24</i>	<i>N.J. Stat. §§ 34:11-56a25, 34:11-58(a)</i>	Employer	Employee
	Misclassifying Employees	<i>N.J. Stat. § 34:1A-1.19(b)</i>	<i>N.J. Stat. § 34:1A-1.19(c)</i>	Employer	Employee
	New Jersey State Wage and Hour Law	<i>N.J. Stat. § 34:11-56a24(a)</i>	<i>N.J. Stat. §§ 34:11-56a24, 34:11-58(a)</i>	Employer	Employee
	New Jersey Wage Payment Law	<i>N.J. Stat. § 34:11-4.10(a)</i>	<i>N.J. Stat. §§ 34:11-4.10(a), 34:11-58(a)</i>	Employer	Employee
	Personal Social Media Accounts	<i>N.J. Stat. § 34:6B-8(b)-(d)</i>	No Statute Identified	Employer	Individual
	Temporary Workers	<i>N.J. Stat. § 34:8D-10(b)</i>	<i>N.J. Stat. § 34:8D-11</i>	Temporary help service firm or third-party client or agent of a temporary help service firm or third-party client	Temporary laborer
	Wages for Workers at Covered Airports or Related Locations	<i>N.J. Stat. § 34:11-56.66</i>	<i>N.J. Stat. § 34:11-58(a)</i>	Contractor or subcontractor, or covered airport or related location employer	Worker
	Waterfront Wage Standards	<i>N.J. Stat. § 34:11-56.87</i>	<i>N.J. Stat. §§ 34:11-56.88, 34:11-58(a)</i>	Waterfront employer	Longshoreman
	Worker Freedom from Employer Intimidation Act	<i>N.J. Stat. § 34:19-12</i>	<i>N.J. Stat. § 34:19-13</i>	Employer or employer's agent, representative or designee	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	Civil Service Act	<i>N.J. Stat. § 11A:2-24</i>	<i>N.J. Stat. § 11A:2-24</i>	Appointing authority (public)	Employee in the career, senior executive or unclassified service (public)
	Conscientious Employee Protection Act	<i>N.J. Stat. § 34:19-3(a)-(b)</i>	<i>N.J. Stat. § 34:19-5</i>	Employer	Employee
Workers' Compensation	Worker's Compensation Law	<i>N.J. Stat. § 34:15-39.1</i>	<i>N.J. Stat. § 34:15-39.1</i>	Employer	Employee

Source: Compiled by CRS using *New Jersey Statutes Annotated* and New Jersey session laws available on Westlaw. January 2024. Updated using the *New Jersey Annotated Statutes* available on Lexis (current through New Jersey 221st First Annual Session, L. 2024, c. 87 and J.R. 2) and other secondary sources. January 2025.

Notes:

- a. New Jersey False Claims Act qui tam provisions: *N.J. Stat. §§ 2A:32C-5 to 2A:32C-8*.

Table 32. New Mexico

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Human Rights Act	<i>N.M. Stat. Ann.</i> § 28-1-7(I)(2)	<i>N.M. Stat. Ann.</i> §§ 28-1-10, 28-1-11(E), 28-1-13(D)	Person or employer	Person
Education	Special Education Ombud Act	<i>N.M. Stat. Ann.</i> § 28-16C-11(B)	No Statute Identified	Person	Student or parent
Environment and Natural Resources	Mining Safety Act	<i>N.M. Stat. Ann.</i> § 69-8-17	No Statute Identified	Employer	Employee, representative of employees or applicant for employment in
False Claims	Radiation Protection Act	<i>N.M. Stat. Ann.</i> § 74-3-16	No Statute Identified	Person or employer	Employee
	Fraud Against Taxpayers Act ^a	<i>N.M. Stat. Ann.</i> § 44-9-11(B)	<i>N.M. Stat. Ann.</i> § 44-9-11(C)	Employer	Employee
	Medicaid False Claims Act ^b	<i>N.M. Stat. Ann.</i> § 27-14-12	<i>N.M. Stat. Ann.</i> § 27-14-12	Employer	Employee
Family, Medical, and Personal Leave	Caregiver Leave Act	<i>N.M. Stat. Ann.</i> § 50-16-3(B)	Statute Not Identified	Employer	Eligible employee
	Healthy Workplaces Act	<i>N.M. Stat. Ann.</i> § 50-17-8(A)(2)	<i>N.M. Stat. Ann.</i> §§ 50-17-10 to 50-17-11	Employer	Employee
	Public Employee Caregiver Leave Act	<i>N.M. Stat. Ann.</i> § 10-16H-3(B)	No Statute Identified	State agency or public school	Eligible employee
Government	State Ethics Commission Act	<i>N.M. Stat. Ann.</i> § 10-16G-16	No Statute Identified	Person	Person
Healthcare	Safe Harbor for Nurses Act	<i>N.M. Stat. Ann.</i> § 61-3A-3(D)	No Statute Identified	Health care facility	Nurse
Housing and Real Property	Uniform Owner-Resident Relations Act	<i>N.M. Stat. Ann.</i> § 47-8-39(A)(1), (4)	<i>N.M. Stat. Ann.</i> §§ 47-8-39(B), 47-8-48	Owner	Resident
Labor and Collective Bargaining	Public Employee Bargaining Act	<i>N.M. Stat. Ann.</i> § 10-7E-19(E)	<i>N.M. Stat. Ann.</i> §§ 10-7E-9(F), 10-7E-23(B)	Public employer	Public employee
	Family Child Care Provider Collective Bargaining	<i>N.M. Stat. Ann.</i> § 50-4-33(K)(2)	No Statute Identified	Children, Youth and Families Department	Family child care provider
Occupational Health and Safety	Dee Johnson Clean Indoor Air Act	<i>N.M. Stat. Ann.</i> § 24-16-19(A)	No Statute Identified	Person or employer	Employee, applicant for employment or patron

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Occupational Health and Safety Act	<i>N.M. Stat. Ann.</i> § 50-9-25(A)	<i>N.M. Stat. Ann.</i> § 50-9-25(B)	Person or employer	Employee
	Adult Protective Services Act	<i>N.M. Stat. Ann.</i> § 27-7-19(F)	No Statute Identified	Facility, provider or individual	Person
	Continuing Care Act	<i>N.M. Stat. Ann.</i> § 24-17-14	<i>N.M. Stat. Ann.</i> § 24-17-15	Provider or person acting on the provider's behalf against a resident	Resident
	Long-Term Care Ombudsman Act	<i>N.M. Stat. Ann.</i> § 28-17-19(B)	No Statute Identified	Person	Resident, employee, or person
	Resident Abuse and Neglect Act	<i>N.M. Stat. Ann.</i> § 30-47-9(E)	No Statute Identified	Facility	Person
Wages and Labor Standards	Fair Pay for Women Act	<i>N.M. Stat. Ann.</i> § 28-23-5	<i>N.M. Stat. Ann.</i> § 28-23-6	Employer or person	Employee
	Minimum Wage Act	<i>N.M. Stat. Ann.</i> § 50-4-26.1	<i>N.M. Stat. Ann.</i> § 50-4-26(C)-(G)	Employer or person	Person
	Uniform Licensing Act	<i>N.M. Stat. Ann.</i> § 61-1-7(G)	No Statute Identified	Party	Person
Whistleblower Laws	Whistleblower Protection Act	<i>N.M. Stat. Ann.</i> § 10-16C-3	<i>N.M. Stat. Ann.</i> § 10-16C-4	Public employer	Public employee

Source: Compiled by CRS using *West's New Mexico Statutes Annotated* and New Mexico session laws available on Westlaw and other secondary sources. January 2024. Updated using *Michie's Annotated Statutes of New Mexico* available on Lexis (current through all 2024 Legislations affecting the New Mexico statutes) and other secondary sources. November 2024.

Notes:

- a. New Mexico's Fraud Against Tax Payers Act qui tam provisions: *N.M. Stat. Ann.* §§ 44-9-5 to 44-9-10.
- b. New Mexico's Medicaid False Claims Act qui tam provisions: *N.M. Stat. Ann.* §§ 27-14-7 to 27-14-9.

Table 33. New York

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Minimum Wage Standards and Protective Labor Practices for Farm Workers	<i>N.Y. Lab. Law</i> § 680(1)	No Statute Identified	Employer or his agent, or the officer or agent of any corporation	Employee
Anti-discrimination Laws	Human Rights Law				
	Age discrimination	<i>N.Y. Exec. Law</i> § 296(3-a)(c)	<i>N.Y. Exec. Law</i> §§ 297-298	Employer, licensing agency, or employment agency	Person
	Anti-retaliation	<i>N.Y. Exec. Law</i> § 296(7)	<i>N.Y. Exec. Law</i> §§ 297-298	Person	Person
	Employment discrimination	<i>N.Y. Exec. Law</i> § 296(1)(e)	<i>N.Y. Exec. Law</i> §§ 297-298	Employer, labor organization, or employment agency	Person
	Harassment of protected classes	<i>N.Y. Exec. Law</i> § 296(1)(h)	<i>N.Y. Exec. Law</i> §§ 297-298	Employer, licensing agency, employment agency or labor organization	Individual
	Interns	<i>N.Y. Exec. Law</i> § 296-c(2)(d)	<i>N.Y. Exec. Law</i> §§ 297-298	Employer	Intern
	Unlawful practices	<i>N.Y. Exec. Law</i> § 296(3-a)(c)	<i>N.Y. Exec. Law</i> §§ 297-298	Person	Person
Buildings and Construction	New York State Construction Industry Fair Play Act	<i>N.Y. Lab. Law</i> § 861-f(1)	<i>N.Y. Lab. Law</i> § 861-f(2)	Employer or any agent of any employer	Person
Crime and Law Enforcement	Correction Law	<i>N.Y. Correct. Law</i> § 146(3)(c)	No Statute Identified	State Department of Corrections and Community Supervision or state agency	Incarcerated individual
Education	Education Law				
	Licensed private career schools and certified English as a second language schools	<i>N.Y. Educ. Law</i> § 5003(c)(1)(5)	<i>N.Y. Educ. Law</i> § 5003(1)(c)	Owner, operator, licensed personnel, or agent thereof of a licensed private career school	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Licensed private career schools and certified English as a second language schools, private right of action for students	<i>N.Y. Educ. Law</i> § 5003(c)(1)(5)	<i>N.Y. Educ. Law</i> § 5003(8)	Owner, operator, licensed personnel, or agent thereof of a licensed private career school	Student
	Reporting acts of violence or weapons possession	<i>N.Y. Educ. Law</i> § 3028-c	No Statute Identified	School district or school district employee	School employee
	Reporting illegal or inappropriate financial practices	<i>N.Y. Educ. Law</i> § 3028-d	No Statute Identified	School district, or employee or officer thereof; charter school, or employee or officer thereof; or board of cooperative educational services, or employee or officer thereof	Employee
False Claims	New York False Claims Act ^a	<i>N.Y. State Fin. Law</i> § 191	<i>N.Y. State Fin. Law</i> § 191	Private or public employer	Current or former employee, contractor, or agent
Family, Medical, and Personal Leave	Family Leave	<i>N.Y. Workers' Comp. Law</i> §§ 120, 203-a(1)	<i>N.Y. Workers' Comp. Law</i> §§ 120, 241	Employer or duly authorized agent	Employee
Healthcare	Health Care Employers	<i>N.Y. Lab. Law</i> § 741(2)	<i>N.Y. Lab. Law</i> §§ 740(4)-(5), 741(4)	Employer	Employee
	Health Maintenance Organizations				
	Prohibited conduct	<i>N.Y. Pub. Health Law</i> § 4406-c(3)	No Statute Identified	Health care plan	Health care provider
	Grievance procedures	<i>N.Y. Pub. Health Law</i> § 4408-a(13)	No Statute Identified	Organization	Enrollee
	Insurance Law				
	Insurance contracts	<i>N.Y. Ins. Law</i> § 3217-b(b)	No Statute Identified	Insurer	Health care provider
	Managed care health insurance contracts	<i>N.Y. Ins. Law</i> § 4802(m)	No Statute Identified	Insurer	Insured

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Non-profit medical and dental indemnity, or health and hospital service corporations	<i>N.Y. Ins. Law</i> § 4325(b)	No Statute Identified	Corporation	Health care provider
	Residential Health Care Facilities				
	Private actions by patients	<i>N.Y. Pub. Health Law</i> § 2801-d(10)(a)	<i>N.Y. Pub. Health Law</i> § 2801-d(10)(b)-(d)	Person	Patient of a residential health care facility
	Private actions by employees	<i>N.Y. Pub. Health Law</i> § 2801-d(10)(a)	<i>N.Y. Pub. Health Law</i> § 2801-d(e), <i>N.Y. Exec. Law</i> §§ 297-298	Person	Employee
	Reporting abuses of persons receiving care or services	<i>N.Y. Pub. Health Law</i> § 2803-d(8)	<i>N.Y. Pub. Health Law</i> § 2803-d(8)	Residential health care facility or officer or employee thereof	Person in any residential health care facility, or any relative, or sponsor thereof, or against any employee of the facility, or against any other person
Housing and Real Property	Landlord and Tenant				
	Anti-retaliation	<i>N.Y. Real Prop. Law</i> § 223-b(1)(a)	<i>N.Y. Real Prop. Law</i> § 223-b(3)-(5)	Landlord	Tenant
	Manufactured home parks, notice to quit	<i>N.Y. Real Prop. Law</i> § 233(n)(1)	<i>N.Y. Real Prop. Law</i> §§ 233(n)(3), 223-b(3)-(5)	Manufactured home park owner	Manufactured home tenant
	Manufactured home parks, substantial alterations to terms of tenancy	<i>N.Y. Real Prop. Law</i> § 233(n)(1)-(2)	<i>N.Y. Real Prop. Law</i> §§ 233(n)(3), 223-b(3)-(5)	Manufactured home park owner	Manufactured home tenant
Labor and Collective Bargaining	New York State Labor Relations Act	<i>N.Y. Lab. Law</i> § 704(8)	<i>N.Y. Lab. Law</i> §§ 706-707	Employer	Employee
Occupational Health and Safety	Public Employee Safety and Health Act	<i>N.Y. Lab. Law</i> § 27-a(10)(a)	<i>N.Y. Lab. Law</i> § 27-a(10)(b)-(d)	Person	Employee (public)
	Right to Know Law	<i>N.Y. Lab. Law</i> § 880(3)	<i>N.Y. Lab. Law</i> § 880(4)	Employer	Employee
	Workplace Violence Protection Act	<i>N.Y. Lab. Law</i> § 27-b(2)(e), (6)(a), (6)(e)	No Statute Identified	Employer (public)	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Public Utilities	Public Service Law	<i>N.Y. Pub. Serv. Law</i> § 25-a(11)	No Statute Identified	Director, officer or employee of a public utility company, corporation, person acting in his or her official duties or employment, or an agent acting on behalf of an employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Protective Services	<i>N.Y. Soc. Serv. Law</i> § 413(1)(c)	No Statute Identified	Medical or other public or private institution, school, facility or agency	Employee
	Office for People with Developmental Disabilities	<i>N.Y. Mental Hyg. Law</i> § 13.41	<i>N.Y. Mental Hyg. Law</i> § 13.41, <i>N.Y. Lab. Law</i> §§ 740-741	Employers	Employees of facilities, programs and providers operated, licensed, certified, authorized or funded by the Office for People with Developmental Disabilities
	Office of Alcoholism and Substance Abuse	<i>N.Y. Mental Hyg. Law</i> § 19.43	<i>N.Y. Mental Hyg. Law</i> § 19.43, <i>N.Y. Lab. Law</i> §§ 740-741	Employers	Employees of facilities, programs and providers operated, licensed, certified, authorized or funded by the Office of Alcoholism and Substance Abuse
	Office of Mental Health	<i>N.Y. Mental Hyg. Law</i> § 7.45	<i>N.Y. Mental Hyg. Law</i> § 7.45, <i>N.Y. Lab. Law</i> §§ 740-741	Employers	Employees of facilities, programs and providers operated, licensed, certified, authorized or funded by the Office of Mental Health
	Protection of People with Special Needs	<i>N.Y. Soc. Serv. Law</i> § 491(4)	<i>N.Y. Soc. Serv. Law</i> § 491(4)	Medical or other public or private institution, state agency, school, facility or provider agency or its vendors or contractors	Employee or agent or vendor or contractor

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Transportation	Residential Programs for Adults	<i>N.Y. Soc. Serv. Law</i> § 461-a(3)(a)	No Statute Identified	Facility or individual	Resident, employee, or person
	State Office for Aging	<i>N.Y. Elder Law</i> § 218(8)(d)	<i>N.Y. Elder Law</i> § 218(8)(d), <i>N.Y. Pub. Health Law</i> § 2801-d(10)	Long-term care facility	Resident, resident representative, complainant, or staff member
	New York State Commercial Goods Transportation Industry Fair Play Act	<i>N.Y. Lab. Law</i> § 862-e(1)	<i>N.Y. Lab. Law</i> § 862-e(2)	Employer or agent of employer	Person
	Port Authority of New York and New Jersey	<i>N.Y. Unconsol. Law</i> ch. 151, § 1(5)(b) ^b	No Statute Identified	Port Authority	Employee
Wages and Labor Standards	New York Pay Transparency Law				
	Disclosure of compensation or range of compensation	<i>N.Y. Lab. Law</i> § 194-b(2), (5)	<i>N.Y. Lab. Law</i> §§ 194-b(5), 196-a	Employer	Applicant or current employee
	Wage or salary history inquiries	<i>N.Y. Lab. Law</i> § 194-a(1)(f)	<i>N.Y. Lab. Law</i> § 194-a(5)	Employer	Applicant or current or former employee
	Prohibited Retaliation Under the New York Labor Law	<i>N.Y. Lab. Law</i> § 215(1)(a)	<i>N.Y. Lab. Law</i> § 215(1)(b), (2)	No employer or his or her agent, or officer or agent of any corporation, partnership, or limited liability company, or person	Employee
Whistleblower Laws	Psychological Stress Evaluators and Employment	<i>N.Y. Lab. Law</i> § 736	<i>N.Y. Lab. Law</i> § 738	Not Identified	Employee
	Reproductive Health Decision Making	<i>N.Y. Lab. Law</i> § 203-e(5)	<i>N.Y. Lab. Law</i> § 203-e(3)	Employer	Employee
	Warehouse Worker Protection Act	<i>N.Y. Lab. Law</i> § 786(2)	No Statute Identified	Employer	Employee
	Civil Service Law	<i>N.Y. Civ. Serv.</i> § 75-b(2)	<i>N.Y. Civ. Serv.</i> § 75-b(3)-(4)	Public employer	Public employee
	New York Whistleblower Law	<i>N.Y. Lab. Law</i> § 740(2)	<i>N.Y. Lab. Law</i> § 740(4)-(5)	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Public Authorities	<i>N.Y. Pub. Auth. Law</i> § 2857	No Statute Identified	State or local authority (public)	Employee (public)
Workers' Compensation	Workers Compensation Law	<i>N.Y. Workers' Comp. Law</i> § 120	<i>N.Y. Workers' Comp. Law</i> § 120	Employer or duly authorized agent	Employee

Source: Compiled by CRS using *McKinney's Consolidated Laws of New York Annotated* and New York session laws available on Westlaw. February 2024.

Notes:

- a. New York's False Claims Act qui tam provisions: *N.Y. State Fin. Law* § 190.
- b. Also cited as *N.Y. Unconsol. Law* § 6405(5)(b) (McKinney).

Table 34. North Carolina

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	North Carolina Human Resources Act	<i>N.C. Gen. Stat.</i> § 126-17	<i>N.C. Gen. Stat.</i> §§ 126-34.01 to 126-34.02	State department, agency, or local political subdivision	Employee (public)
	North Carolina Retaliatory Employment Discrimination Act	<i>N.C. Gen. Stat.</i> § 95-241	<i>N.C. Gen. Stat.</i> §§ 95-242 to 95-243	Person	Employee
	Persons with Disabilities Protection Act	<i>N.C. Gen. Stat.</i> § 168A-10(a)	<i>N.C. Gen. Stat.</i> § 168A-11	Employer, employment agency, or labor organization	Person, applicant for employment, member, or applicant for membership
Commerce and Trade	Wine Distribution Agreements	<i>N.C. Gen. Stat.</i> § 18B-1209	<i>N.C. Gen. Stat.</i> § 18B-1207	Winery	Wholesaler
Crime and Law Enforcement	Methamphetamine Lab Prevention Act of 2005	<i>N.C. Gen. Stat.</i> § 90-113.57	No Statute Identified	Retailer	Employee
Education	Biological Sex-Specific Athletic Teams	<i>N.C. Gen. Stat.</i> § 116-402(b)	<i>N.C. Gen. Stat.</i> § 116-402(d)	Institution of higher education, athletic association, or other organization	Student
	Discipline	<i>N.C. Gen. Stat.</i> § 115C-391.1(j)(5)	No Statute Identified ^a	Governing body of a public school unit or employee of a governing body	Employee
	Oversight of Interscholastic Athletic Activities	<i>N.C. Gen. Stat.</i> § 115C-407.59(c)	<i>N.C. Gen. Stat.</i> § 115C-407.59(e)	Public school unit, administering organization, or other organization	Student
	Reporting Misconduct of Licensed School Employees	<i>N.C. Gen. Stat.</i> § 115C-326.20(b), (c)	No Statute Identified	School personnel	Person
	Reporting Sexual Harassment	<i>N.C. Gen. Stat.</i> § 115C-335.5(b)	No Statute Identified	Local board of education or employee of a local board	Employee
False Claims	North Carolina False Claims Act ^b	<i>N.C. Gen. Stat.</i> § 1-613	<i>N.C. Gen. Stat.</i> § 1-613	Not Identified	Employee, contractor, or agent
	Medical Assistance Provider False Claims Act	<i>N.C. Gen. Stat.</i> § 108A-70.10(b)	<i>N.C. Gen. Stat.</i> § 108A-70.15(b)	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Government	Discrimination Based on Refusal of COVID-19 Vaccination and Exemption	<i>N.C. Gen. Stat.</i> § 143-162.10	No Statute Identified	State agency, city, county, or political subdivision of the state	Employee (public)
	Retirement System for Counties, Cities and Towns	<i>N.C. Gen. Stat.</i> § 128-38.6(b)	<i>N.C. Gen. Stat.</i> § 128-38.6(b)	Participating local employer (public)	Employee (public)
	State Health Plan for Teachers and State Employees	<i>N.C. Gen. Stat.</i> § 135-48.15(b)	<i>N.C. Gen. Stat.</i> § 135-48.15(c), (d)	Employer (public)	Employee (public)
Housing and Real Property	Retaliatory Eviction	<i>N.C. Gen. Stat.</i> § 42-37.1(a)(2)	No Statute Identified ^c	Landlord	Tenant
Occupational Health and Safety	Hazardous Chemicals Right to Know Act	<i>N.C. Gen. Stat.</i> § 95-196	<i>N.C. Gen. Stat.</i> § 95-195	Employer	Employee at the facility
Safety, Protection, and Care for Vulnerable Groups	Adult Home Care	<i>N.C. Gen. Stat.</i> § 131D-21(11)	No Statute Identified	Not Identified	Resident
	Long-Term Care Ombudsman Program	<i>N.C. Gen. Stat.</i> § 143B-181.23	No Statute Identified	Person	Resident or relative or guardian of a resident, employee of a long-term care facility, or person
	Mental Health, Developmental Disabilities, and Substance Abuse (MH/DD/SA) Consumer Advocacy Program	<i>N.C. Gen. Stat.</i> § 122C-18	No Statute Identified	Anyone	Person, provider, facility
Unemployment Benefits and Insurance	Employment Security Law	<i>N.C. Gen. Stat.</i> § 96-15.1(a)	<i>N.C. Gen. Stat.</i> § 96-15.1(b)	Person	Person
Whistleblower Laws	North Carolina Whistleblower Act	<i>N.C. Gen. Stat.</i> § 126-85(a)-(a1)	<i>N.C. Gen. Stat.</i> §§ 126-86 to 126-87	State department, agency or institution, state employee exercising supervisory authority, state employee	State employee or a person acting on behalf of the employee

Source: Compiled by CRS using *West's North Carolina General Statutes Annotated* and North Carolina session laws available on Westlaw and other secondary sources. January 2024. Updated using the *General Statutes of North Carolina* available on Lexis (current through Session Laws 2024-53 of the 2024 Regular Session of the General Assembly) and other secondary sources. November 2024.

Notes:

- a. *N.C. Gen. Stat. § 115C-391.1(k)* provides “Nothing in this section shall be construed to create a private cause of action against any governing body of a public school unit, its agents or employees, or any educator preparation programs or their agents or employees or to create a criminal offense.”
- b. North Carolina’s False Claims Act qui tam provisions: *N.C. Gen. Stat. § 1-608 to 1-612*.
- c. Tenant may raise affirmative defense of retaliatory eviction in an action for summary ejectment. *N.C. Gen. Stat. § 42-37.1(b)*.

Table 35. North Dakota

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Beer Wholesaler and Brewer Relationships	<i>N.D. Cent. Code</i> § 5-04-10	<i>N.D. Cent. Code</i> § 5-04-08	Brewer	Wholesaler
Anti-discrimination Laws	Human Rights	<i>N.D. Cent. Code</i> § 14-02.4-18	<i>N.D. Cent. Code</i> §§ 14-02.4-19 to 14-02.4-20	Person	Person
Education	Athletic Team Participant Designation				
	Elementary and secondary education	<i>N.D. Cent. Code</i> § 15.1-41-04(2)	<i>N.D. Cent. Code</i> § 15.1-41-04(2)	School or athletic association or organization	Student
	Institution of higher education	<i>N.D. Cent. Code</i> § 15-10.6-04(2)	<i>N.D. Cent. Code</i> § 15-10.6-04(2)	Institution or athletic association or organization	Student
False Claims	Insurance Fraud ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
	Medicaid Fraud Control Unit	<i>N.D. Cent. Code</i> § 50-24.8-08(1)	<i>N.D. Cent. Code</i> § 50-24.8-08(2)	Not Identified	Employee, contractor, or agent
Finance, Banking, Securities, and Insurance	Prohibited Practices in Insurance Business	<i>N.D. Cent. Code</i> § 26.1-04-03(18)	No Statute Identified	Entity	Health care provider
Labor and Collective Bargaining	North Dakota Labor-Management Relations Act	<i>N.D. Cent. Code</i> § 34-12-03(1)(d)	<i>N.D. Cent. Code</i> §§ 28-32-01 to 28-32-55, 34-12-10	Employer	Employee
Occupational Health and Safety	Smoking Restrictions	<i>N.D. Cent. Code</i> § 23-12-10(5)	No Statute Identified	Person or employer	Employee, applicant for employment, or person
Safety, Protection, and Care for Vulnerable Groups	Child Abuse and Neglect	<i>N.D. Cent. Code</i> § 50-25.1-09.1(1)	<i>N.D. Cent. Code</i> § 50-25.1-09.1(2)	Employer	Employee
	Mental and Physical Illness or Disability - Committee on Protection and Advocacy	<i>N.D. Cent. Code</i> § 25-01.3-05(1)	No Statute Identified	Employer	Employee
	Long-Term Care Ombudsmen	<i>N.D. Cent. Code</i> § 50-10.1-05	No Statute Identified	long-term care facility, and its agents	Resident, employee, or any other person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Vulnerable Adult Protection Services	<i>N.D. Cent. Code</i> § 50-25.2-11(1)	<i>N.D. Cent. Code</i> § 50-25.2-11(2)	Employer	Employee
Wages and Labor Standards	Equal Pay for Men and Women	<i>N.D. Cent. Code</i> § 34-06.1-03(4)	<i>N.D. Cent. Code</i> § 34-06.1-05	Employer	Employee
	Minimum Wage Hours	<i>N.D. Cent. Code</i> § 34-06-18	No Statute Identified	Employer	Employee
Whistleblower Laws	Public Employees Relations Act	<i>N.D. Cent. Code</i> § 34-11.1-04(1), (2)	<i>N.D. Cent. Code</i> § 34-11.1-04(3)-(5)	Not Identified	Employee (public)
	Whistleblower Protection Act	<i>N.D. Cent. Code</i> § 34-01-20(1)	<i>N.D. Cent. Code</i> § 34-01-20(3)-(4)	Employer	Employee

Source: Compiled by CRS using *West's North Dakota Century Code Annotated* and North Dakota session laws available on Westlaw and other secondary sources. December 2023. Updated using the *North Dakota Century Code* available on Lexis (current through all legislation from the 68th Legislative Assembly (2023), including the Special Session) and other secondary sources. November 2024.

- a. The North Dakota Insurance Department may pay a reward to individuals who report an act of insurance fraud that results in an admission or finding of fraud. *N.D. Cent. Code* § 26.1-02.1-05.1(5).

Table 36. Ohio

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Ohio Civil Rights Act	<i>Ohio Rev. Code Ann.</i> § 4112.02(I)	<i>Ohio Rev. Code Ann.</i> §§ 4112.051 to 4112.055	Person	Person
Education	Save Women's Sports Act				
	Intercollegiate athletic teams	<i>Ohio Rev. Code Ann.</i> § 3345.562(F)(2)	<i>Ohio Rev. Code Ann.</i> § 3345.562(F)(2)	State institution, private college, or athletic association	Participant
	Interscholastic athletic teams	<i>Ohio Rev. Code Ann.</i> § 3313.5320(E)(2)	<i>Ohio Rev. Code Ann.</i> § 3313.5320(E)(2)	School, school district, interscholastic conference, or organization that regulates interscholastic athletics	Participant
Environment and Natural Resources	Coal Surface Mining	<i>Ohio Rev. Code Ann.</i> § 1513.39(A)	<i>Ohio Rev. Code Ann.</i> § 1513.39(B)-(C)	Person	Employee or authorized representative of employee
Government	Ohio Public Employment Risk Reduction Program Act	<i>Ohio Rev. Code Ann.</i> § 4167.13(A)	<i>Ohio Rev. Code Ann.</i> § 4167.13(B)	Public employer	Public employee
Healthcare	Chiropractors	<i>Ohio Rev. Code Ann.</i> § 4734.31(A), (B), (C)(10)	No Statute Provided	Individual	Chiropractor
	Patient Abuse or Neglect in Care Facilities	<i>Ohio Rev. Code Ann.</i> § 2903.36	No Statute Identified	Care facility	Person
	Payments to Healthcare Providers	<i>Ohio Rev. Code Ann.</i> § 3901.3810(B)	No Statute Identified	Third-party payer	Provider or beneficiary
	Reports to the Board of Nursing	<i>Ohio Rev. Code Ann.</i> § 4723.341(B)(2)	<i>Ohio Rev. Code Ann.</i> §§ 4723.341(C), 4113.52 to 4113.53	Employer	Person
Housing and Real Property	Landlords and Tenants	<i>Ohio Rev. Code Ann.</i> § 5321.02(A)(1)-(2)	<i>Ohio Rev. Code Ann.</i> § 5321.02(B)	Landlord	Tenant
	Manufactured Home Parks	<i>Ohio Rev. Code Ann.</i> § 4781.36(A)(1)-(2)	<i>Ohio Rev. Code Ann.</i> § 4781.36(B)	Park operator	Resident

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Labor and Collective Bargaining	Ohio Public Employees Collective Bargaining Act	<i>Ohio Rev. Code Ann.</i> § 4117.11(A)(4)	<i>Ohio Rev. Code Ann.</i> §§ 4117.12 to 4117.13	Public employer, its agents, or representative	Employee (public)
Occupational Health and Safety	Smoke Free Workplace Act	<i>Ohio Rev. Code Ann.</i> § 3794.02	No Statute Identified	Person or employer	Individual
Safety, Protection, and Care for Vulnerable Groups	Abuse of Intellectually Disabled, Developmentally Disabled, or Mentally Ill Persons	<i>Ohio Rev. Code Ann.</i> § 5123.61(L)	No Statute Identified	Employer or person with authority to take certain actions	Employee
	Child Care Homes	<i>Ohio Rev. Code Ann.</i> § 5104.10	No Statute Identified	Employer	Employee
	Long-Term Care Ombudsman Program	<i>Ohio Rev. Code Ann.</i> §§ 173.24, 3721.17(E)	<i>Ohio Rev. Code Ann.</i> §§ 173.24(B), 4113.51 to 4113.53	Long-term care provider or other entity, person employed by a long-term care provider or other entity, or individual	Resident, recipient, employee, representative of the office of the state long-term care ombudsman program, or individual
	Protective Services for Adults	<i>Ohio Rev. Code Ann.</i> § 5101.63(E)	No Statute Identified	Employer or person with authority to take certain actions	Employee
	Rest Homes and Nursing Homes				
	Grievance procedure	<i>Ohio Rev. Code Ann.</i> § 3721.17(E)	<i>Ohio Rev. Code Ann.</i> § 3721.17(G)	Home or employee of a home	Resident
	Investigation of complaints	<i>Ohio Rev. Code Ann.</i> § 3721.031(E)	<i>Ohio Rev. Code Ann.</i> §§ 3721.031(E), 4113.51 to 4113.53	Employer	Individual
	Patient rights	<i>Ohio Rev. Code Ann.</i> § 3721.13(34)	<i>Ohio Rev. Code Ann.</i> § 3721.17(G)	Home or employee of a home	Resident, person
	Reports of abuse or neglect by employees	<i>Ohio Rev. Code Ann.</i> § 3721.24(A)	<i>Ohio Rev. Code Ann.</i> § 3721.24(C)	Person or government entity	Employee or individual who performs any work or services
	Reports of abuse or neglect by residents	<i>Ohio Rev. Code Ann.</i> § 3721.24(B)	<i>Ohio Rev. Code Ann.</i> § 3721.24(C)	Person or government entity	Resident

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	Minimum Wage				
	Ohio Constitution	<i>Ohio Const.</i> art. II, § 34a	<i>Ohio Const.</i> art. II, § 34a	Employer	Employee
	Ohio Minimum Fair Wage Standards Act	<i>Ohio Rev. Code Ann.</i> § 4111.13(B)	<i>Ohio Rev. Code Ann.</i> § 4111.17(D)	Employer	Employee
Whistleblower Laws	Ohio Whistleblower Protection Act	<i>Ohio Rev. Code Ann.</i> § 4113.52(A), (B)	<i>Ohio Rev. Code Ann.</i> § 4113.52(D)-(F)	Employer	Person
	Ohio Whistleblower Protection Statute for State Employees	<i>Ohio Rev. Code Ann.</i> § 124.341(B)	<i>Ohio Rev. Code Ann.</i> § 124.341(D)	Officer or employee in the classified or unclassified civil service (public)	Employee (public)
	Whistleblower Protection for Nurses and Other Healthcare Workers	<i>Ohio Rev. Code Ann.</i> § 4723.33	<i>Ohio Rev. Code Ann.</i> §§ 4723.33, 4113.51 to 4113.53	Employer	Registered nurse, licensed practical nurse, dialysis technician, community health worker, or medication aide
Workers' Compensation	Ohio Workers' Compensation Laws	<i>Ohio Rev. Code Ann.</i> § 4123.90	<i>Ohio Rev. Code Ann.</i> § 4123.90	Employer	Employee

Source: Compiled by CRS using Baldwin's *Ohio Revised Code Annotated* and Ohio session laws available on Westlaw and other secondary sources. December 2023. Updated using Page's *Ohio Revised Code Annotated* available on Lexis (current through File 56 of the 135th General Assembly (2023-2024)) and other secondary sources. November 2024.

Table 37. Oklahoma

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Oklahoma Anti-Discrimination Act	<i>Okla. Stat.</i> tit. 25, § 1601	<i>Okla. Stat.</i> tit. 25, §§ 1502-1506.8	Person	Person
Education	Save Women's Sports Act	<i>Okla. Stat.</i> tit. 70, § 27-106(E)(3)	<i>Okla. Stat.</i> tit. 70, § 27-106(E)(3)	School, school athletic association or intercollegiate association	Student
False Claims	Oklahoma Medicaid False Claims Act ^a	<i>Okla. Stat.</i> tit. 63, § 5053.5(E)	<i>Okla. Stat.</i> tit. 63, § 5053.5(E)	Not Identified	Employee, contractor or agent
Government	Civil Service and Human Capital Modernization Act ^b	No Statute Identified	No Statute Identified	Not Identified	Not Identified
	County Fire Protection Districts	<i>Okla. Stat.</i> tit. 19, § 901.30-1(7)(a)(4)	<i>Okla. Stat.</i> tit. 19, § 901.30-2.2	Corporate authorities	Firefighter
	Municipal Fire and Police Arbitration	<i>Okla. Stat.</i> tit. 11, § 51-102(6a)(4)	<i>Okla. Stat.</i> tit. 11, § 51-104b	Corporate authorities	Police officer or firefighter
Military and State Defense Forces	Oklahoma Uniform Code of Military Justice	<i>Okla. Stat.</i> tit. 44, § 932 (art. 132)	No Statute Identified	Any person subject to the Oklahoma Uniform Code of Military Justice	Person
	Oklahoma Uniformed Services Employment and Reemployment Rights Act	<i>Okla. Stat.</i> tit. 44, § 4311(B)	<i>Okla. Stat.</i> tit. 44, §§ 4322-4323	Employer	Person
Occupational Health and Safety	Occupational Health and Safety Standards Act of 1970	<i>Okla. Stat.</i> tit. 40, § 403(B)	<i>Okla. Stat.</i> tit. 40, § 410	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reports	<i>Okla. Stat.</i> tit. 10A, § 1-2-101(B)(5)	<i>Okla. Stat.</i> tit. 10A, § 1-2-101(B)(5)	Employer, supervisor, administrator, governing body or entity	Employee or person
	Foster Parents - Office of Client Advocacy of the Department of Human Services	<i>Okla. Stat.</i> tit. 10A, §§ 1-9-117(A)(1); 1-9-119(21), (23)	<i>Okla. Stat.</i> tit. 10A, § 1-9-120(E)(2)	Employee of the Department of Human Services or of a child-placing agency	Foster parent
	Group Homes for Persons with Developmental or Physical Disabilities Act				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Prohibited acts	<i>Okla. Stat.</i> tit. 10, § 1430.31(A)(5)	<i>Okla. Stat.</i> tit. 10, § 1430.8	Person	Resident or employee
	Report of abuse, neglect or exploitation	<i>Okla. Stat.</i> tit. 10, § 1430.8(F)	<i>Okla. Stat.</i> tit. 10, § 1430.8	Provider or licensee, or agents or employees of a provider or licensee	Resident, a guardian or advocate of a resident, or an employee or agent
	Long-Term Care Ombudsman Act	<i>Okla. Stat.</i> tit. 63, § 1-2215(B)	No Statute Identified	Person	Resident or employee
	Nursing Home Care Act				
	Prohibited acts	<i>Okla. Stat.</i> tit. 63, § 1-1916(A)(5)	<i>Okla. Stat.</i> tit. 63, § 1-1939(B) & (C)	Person, including any person at any facility operated by the Oklahoma Department of Veterans Affairs	Resident or employee
	Reports of abuse	<i>Okla. Stat.</i> tit. 63, § 1-1939(F)	<i>Okla. Stat.</i> tit. 63, § 1-1939(B) & (C)	Licensee or its agents or employees	Resident, a resident's guardian or an employee or agent
	Protective Services for Vulnerable Adults Act				
	Persons required to report abuse	<i>Okla. Stat.</i> tit. 63, § 43A-10-104(H) (ver. 1) ^c	<i>Okla. Stat.</i> tit. 63, § 43A-10-104(H) (ver. 1)	Employer	Employee
	Persons required to report abuse	<i>Okla. Stat.</i> tit. 63, § 43A-10-104(K) (ver. 2) ^d	<i>Okla. Stat.</i> tit. 63, § 43A-10-104(K) (ver. 2)	Employer	Employee
	Residential Care Act	<i>Okla. Stat.</i> tit. 63, § 1-832(A)(5)	No Statute Identified	Person	Resident or employee
	Trafficking in Children	<i>Okla. Stat.</i> tit. 21, § 870(A)(2)	<i>Okla. Stat.</i> tit. 21, § 870(A)(2)	Employer, supervisor or administrator	Employee or person
Wages and Labor Standards	Oklahoma Protection of Labor Act	<i>Okla. Stat.</i> tit. 40, § 199(A)	No Statute Identified	Employer or agent	Employee
Workers' Compensation	Administrative Workers' Compensation Act	<i>Okla. Stat.</i> tit. 85A, § 7(A)	<i>Okla. Stat.</i> tit. 85A, § 7(B)-(H)	Employer	Employee

Source: Compiled by CRS using the *Oklahoma Statutes Annotated* and Oklahoma session laws available on Westlaw and other secondary sources. January 2024. Updated using the Oklahoma Statutes, Annotated available on Lexis (current with legislation of the Second Regular Session of the 59th Legislature (2024)) and other secondary sources. November 2024.

Notes:

- a. Oklahoma Medicaid False Claims Act qui tam provisions: *Okla. Stat. tit. 63, §§ 5053.3 to 5053.5.*
- b. In 2022, the Oklahoma Legislature passed legislation repealing Oklahoma's Whistleblower Act, *Okla. Stat. tit. 74, §§ 840-2.5 to 840-2.6.* 2022 Okla. Sess. Law Serv. ch. 243 § 27 (H.B. 3420, 2022 Reg. Sess. (Okla. 2022) (West)). Oklahoma's Civil Service and Human Capital Modernization Act as amended directs the Human Capital Management Division and the Civil Service Division of the Office of Management and Enterprise to create a confidential whistleblower program for receiving complaints from public employees regarding claims of agency or employee mismanagement as well as criminal misuse of state funds or property. *Okla. Stat. tit. 62, § 34.301(B)(6).*
- c. Oklahoma enacted two statutes with identical section numbers, sec. 43A-10-104 which contain protections for employees making reports under the Protective Services for Vulnerable Adults Act. To distinguish between the sections, CRS has identified these sections as version 1 (ver. 1) or version 2 (ver. 2). Version 1 of sec. 43A-10-104 has the caption "Persons required to report abuse - Contents of report - Penalty – Immunity - False reports - Reporting of suspicious deaths - Impairment of employment prohibited." *Okla. Stat. tit. 63, § 43A-10-104 (ver. 1).* Version 2 has the caption "Persons required to report abuse, neglect, or exploitation - Penalty - Immunity - Civil liability for false reports - Disclosure of health information - Reporting of suspicious deaths - Impairment of employment prohibited." *Okla. Stat. tit. 63, § 43A-10-104 (ver. 2).*
- d. *Id.*

Table 38. Oregon

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Farmworker Camps	<i>Or. Rev. Stat. Ann.</i> § 658.760	<i>Or. Rev. Stat. Ann.</i> § 658.805	Farmworker camp operator	Person
Anti-discrimination Laws	Unlawful Discrimination	<i>Or. Rev. Stat. Ann.</i> § 659A.865	<i>Or. Rev. Stat. Ann.</i> §§ 659A.890, 659A.885	A respondent named in a complaint filed under selected Oregon civil rights laws ^a	Person filing the complaint
	Unlawful Employment Discrimination	<i>Or. Rev. Stat. Ann.</i> § 659A.030(f)	<i>Or. Rev. Stat. Ann.</i> §§ 659A.820, 659A.885	Person	Person
Buildings and Construction	Labor Contractors	<i>Or. Rev. Stat. Ann.</i> § 658.452	<i>Or. Rev. Stat. Ann.</i> § 658.453(4)	Labor contractor or employer	Employee
Commerce and Trade	Office of Small Business Assistance	<i>Or. Rev. Stat. Ann.</i> § 56.209	No Statute Identified	Not Identified	Person
Crime and Law Enforcement	Officer Misconduct	<i>Or. Rev. Stat. Ann.</i> § 181A.681(5)	<i>Or. Rev. Stat. Ann.</i> §§ 181A.681(5), 659A.199	Employer	Police officer or reserve officer
Education	Retaliation Against Students	<i>Or. Rev. Stat. Ann.</i> § 659.852(2)	<i>Or. Rev. Stat. Ann.</i> §§ 659.852(3), 659A.885	Education program	Student of an education program
Environment and Natural Resources	Bulk Oils or Liquid Fuels Terminals	<i>Or. Rev. Stat. Ann.</i> § 468B.519(1)	<i>Or. Rev. Stat. Ann.</i> § 468B.519(2)-(3), <i>Or. Rev. Stat. Ann.</i> ch. 659A	Owner or operator of a bulk oils or liquid fuels terminal	Employee
Family, Medical, and Personal Leave	Oregon Sick Leave Act	<i>Or. Rev. Stat. Ann.</i> § 653.641(2)	<i>Or. Rev. Stat. Ann.</i> §§ 653.651(1), 659A.820, 659A.885	Employer or person	Employee
Government	Oregon Disabilities Commission	<i>Or. Rev. Stat. Ann.</i> § 185.170	No Statute Identified	Employer	Employee member of the Oregon Disabilities Commission
Health Care	Health Care Facilities and Health Maintenance Organizations	<i>Or. Rev. Stat. Ann.</i> § 441.044(2)	<i>Or. Rev. Stat. Ann.</i> § 441.044(5)	Health care facility or person acting in the interest of the facility	Employee
	Hospital Nurses				
	Retaliation	<i>Or. Rev. Stat. Ann.</i> § 441.181	<i>Or. Rev. Stat. Ann.</i> § 441.183	Hospital	Nursing staff

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Unlawful employment practices	<i>Or. Rev. Stat. Ann.</i> § 441.181, 441.184(1)	<i>Or. Rev. Stat. Ann.</i> §§ 441.184(2), 659A.820, <i>Or. Rev. Stat. Ann.</i> ch. 659A ^b	Hospital	Nursing staff
	Pharmacy Benefit Managers	<i>Or. Rev. Stat. Ann.</i> § 735.536(2)(f)(C)	No Statute Identified	Pharmacy benefit manager	Network pharmacy
	Eviction from Employee Housing	<i>Or. Rev. Stat. Ann.</i> § 659A.259(1)(a)	<i>Or. Rev. Stat. Ann.</i> §§ 659A.259(2), 659A.820, 659A.885(1), (3)	Employer	Employee or member of the employee's household
	Manufactured Dwelling Parks and Marinas	<i>Or. Rev. Stat. Ann.</i> § 90.765(1)	<i>Or. Rev. Stat. Ann.</i> §§ 90.710 & 90.765(2)	Landlord	Tenant
Labor and Collective Bargaining	Oregon Residential Landlord Tenant Act	<i>Or. Rev. Stat. Ann.</i> § 90.385(1)	<i>Or. Rev. Stat. Ann.</i> §§ 90.385(3), 90.375	Landlord	Tenant
	Labor Practices	<i>Or. Rev. Stat. Ann.</i> § 663.120(3)	<i>Or. Rev. Stat. Ann.</i> §§ 663.180, 663.195	Employer	Employee
	Public Employee Collective Bargaining Act				
	Prohibition of actions to assist, promote or deter union organizing	<i>Or. Rev. Stat. Ann.</i> § 243.670(2)(b)	No Statute Identified	Public employer	Individual
Narcotics and Controlled Substances	Unfair labor practices	<i>Or. Rev. Stat. Ann.</i> § 243.672(1)(d)	<i>Or. Rev. Stat. Ann.</i> §§ 243.672(6), 243.676	Public employer	Employee (public)
	Adult and Medical Use of Cannabis Act	<i>Or. Rev. Stat. Ann.</i> § 475C.285(1)	<i>Or. Rev. Stat. Ann.</i> § 475C.285(3), <i>Or. Rev. Stat. Ann.</i> ch. 659A	Licensee	Employee of licensee
	Oregon Psilocybin Services Act	<i>Or. Rev. Stat. Ann.</i> § 475A.489(1)	<i>Or. Rev. Stat. Ann.</i> § 475A.489(2), <i>Or. Rev. Stat. Ann.</i> ch. 659A	Licensee	Employee of licensee
	Oregon Safe Employment Act	<i>Or. Rev. Stat. Ann.</i> § 654.062(5)	<i>Or. Rev. Stat. Ann.</i> § 654.062(6)	Person	Employee or prospective employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Abuse Reporting for Adults with Mental Illness or Developmental Disabilities	<i>Or. Rev. Stat. Ann.</i> § 430.755(1)	<i>Or. Rev. Stat. Ann.</i> § 430.755(2)	Facility, community program or person	Person
	Adult Foster Homes	<i>Or. Rev. Stat. Ann.</i> § 443.765(5)	No Statute Identified	Owner or operator of an adult foster home	Resident, or a person acting on the resident's behalf
	Child-Caring Agencies	<i>Or. Rev. Stat. Ann.</i> § 418.258(4)(a)(B)	No Statute Identified	Employer	Anyone including employee of a child-caring agency, proctor foster home, certified foster home or developmental disabilities residential facility
	Long Term Care Facilities				
	Nursing homes	<i>Or. Rev. Stat. Ann.</i> §§ 441.605(5), 441.625	No Statute Identified	Facility, or any person subject to the supervision, direction or control of a facility	Resident
	Resident abuse	<i>Or. Rev. Stat. Ann.</i> § 441.655(2)	No Statute Identified	Official or employee of a long-term care facility	Anyone
	Long Term Care Ombudsman	<i>Or. Rev. Stat. Ann.</i> § 441.412(2)	No Statute Identified	Employee	Official or other employee of a long-term care facility
	Registered Community-Based Structured Housing	<i>Or. Rev. Stat. Ann.</i> § 443.500(3)	No Statute Identified	Owner or operator of a facility	Individual, witness or employee of a facility interviewed about the complaint
	Residential Facilities Ombudsman	<i>Or. Rev. Stat. Ann.</i> § 443.390(5)	No Statute Identified ^c	Not Identified	Resident, employee or other person
Wages and Labor Standards	Unlawful conduct concerning entities that provide care to children, youth, individuals with disabilities or older adults	<i>Or. Rev. Stat. Ann.</i> § 659A.340(2)	<i>Or. Rev. Stat. Ann.</i> §§ 659A.340(3), 659A.885	Employer	Resident or individual
	Disclosure of compensation and salaries	<i>Or. Rev. Stat. Ann.</i> § 659A.355(1)(b)	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Domestic Workers' Protection Act	<i>Or. Rev. Stat. Ann.</i> § 653.547(4)(d)	<i>Or. Rev. Stat. Ann.</i> § 653.551(2), <i>Or. Rev. Stat. Ann.</i> ch. 659A	Person that employs a domestic worker	Individual
	Oregon Equal Pay Act	<i>Or. Rev. Stat. Ann.</i> § 652.220(3)	<i>Or. Rev. Stat. Ann.</i> §§ 652.220(7), 652.230, 659A.820, 659A.885	Employer	Employee
	Private Security Services	<i>Or. Rev. Stat. Ann.</i> § 181A.914	No Statute Identified	Private security entity	Private security provider employed by or who contracts with the private security entity
	Wage Claims				
	Enforcement of wage claims	<i>Or. Rev. Stat. Ann.</i> § 652.355(1)	<i>Or. Rev. Stat. Ann.</i> §§ 652.355(2), 659A.820, <i>Or. Rev. Stat. Ann.</i> ch. 659A	Employer	Employee
	Maximum working hours and minimum employment conditions	<i>Or. Rev. Stat. Ann.</i> §§ 652.035(5)	No statute identified	Employer	Individual
	Minimum wages; employment conditions	<i>Or. Rev. Stat. Ann.</i> § 653.060(1)	<i>Or. Rev. Stat. Ann.</i> §§ 653.060(2), 659A.820, <i>Or. Rev. Stat. Ann.</i> ch. 659A	Employer	Employee
Whistleblower Laws	Oregon Whistleblower Laws				
	Disclosing violations of state or federal law	<i>Or. Rev. Stat. Ann.</i> § 659A.199	<i>Or. Rev. Stat. Ann.</i> §§ 659A.199(2), 659A.885	Employer	Employee
	Election laws	<i>Or. Rev. Stat. Ann.</i> § 659A.228(1)	<i>Or. Rev. Stat. Ann.</i> § 659A.885	Person	Person
	Legislative testimony	<i>Or. Rev. Stat. Ann.</i> § 659A.236	<i>Or. Rev. Stat. Ann.</i> § 659A.885	Employer	Employee
	Public employers	<i>Or. Rev. Stat. Ann.</i> § 659A.203	<i>Or. Rev. Stat. Ann.</i> §§ 659A.199,	Public employer	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Nonprofit employers	<i>Or. Rev. Stat. Ann.</i> § 659A.203	659A.203(4), 659A.885, 659A.215 <i>Or. Rev. Stat. Ann.</i> §§ 659A.199, 659A.203(4), 659A.885, 659A.215	Nonprofit employer	Employee
	Reporting a violation of any law pertaining to the COVID-19 pandemic	<i>Or. Rev. Stat. Ann.</i> § 659A.203(3)	<i>Or. Rev. Stat. Ann.</i> §§ <i>Or. Rev. Stat. Ann.</i> 659A.203(4), 659A.199, 659A.215	School services employer	School services employee
	Reporting criminal activity or initiating or aiding in criminal investigations	<i>Or. Rev. Stat. Ann.</i> § 659A.230(1)	<i>Or. Rev. Stat. Ann.</i> §§ 659A.230(3), 659A.885	Employer	Employee
	Reporting violations of certain laws or participating in unemployment compensation hearings	<i>Or. Rev. Stat. Ann.</i> § 659A.233	<i>Or. Rev. Stat. Ann.</i> § 659A.885	Employer	Employee

Source: Compiled by CRS using West’s *Oregon Revised Statutes Annotated* and Oregon session laws available on Westlaw and other secondary sources. February 2024. Updated using the Oregon Annotated Statutes available on Lexis (current through amendments effective on January 1, 2025) and other secondary sources. December 2024.

Notes:

- a. *Or. Rev. Stat. Ann.* § 659A.865 provides that a respondent named in a complaint filed under *Or. Rev. Stat. Ann.* § 659A.820 may not, with the intention of defeating a purpose of this chapter, retaliate against the person filing the complaint.
- b. Enforcement is available under chapter 659A of the *Oregon Revised Statutes* except for sections 659A.870, 659A.875, 659A.880 and 659A.885. *Or. Rev. Stat. Ann.* § 441.184(2).
- c. *Or. Rev. Stat. Ann.* § 443.390(6) provides “The Department of Human Services shall prohibit retaliation or reprisals by a residential facility or other entity with respect to any resident, employee or other person who files a complaint, provides information or otherwise cooperates with the Residential Facilities Ombudsman or a designee and shall provide by rule for appropriate sanctions with respect to the retaliation and reprisals.”

Table 39. Pennsylvania

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Seasonal Farm Labor Act	43 <i>Pa. Stat.</i> § 1301.606(c)	No Statute Identified	Not Identified	Seasonal farm worker
Anti-discrimination Laws	Pennsylvania Human Relations Act	43 <i>Pa. Stat.</i> § 955(d)	43 <i>Pa. Stat.</i> § 959	Person, employer, employment agency or labor organization	Individual
Buildings and Construction	Construction Industry Employee Verification Act	43 <i>Pa. Stat.</i> § 168.6(a)	43 <i>Pa. Stat.</i> § 168.6(b)-(c)	Construction industry employer	Employee
	Construction Workplace Misclassification Act	43 <i>Pa. Stat.</i> § 933.10(a)	No Statute Identified	Employer, officer, or agent of employer	Person
Crime and Law Enforcement	Juvenile Act	42 <i>Pa. Cons. Stat.</i> § 6336.1(5)	No Statute Identified	County agency or private agency	Foster parent, preadoptive parent or relative
Education	Pennsylvania Fair Educational Opportunities Act	24 <i>Pa. Stat.</i> § 5004(a)(4)	24 <i>Pa. Stat.</i> § 5007.1	Educational institution	Individual
Environment and Natural Resources	Environmental Laboratory Accreditation	27 <i>Pa. Cons. Stat.</i> § 4112	27 <i>Pa. Cons. Stat.</i> § 4112, 43 <i>Pa. Stat.</i> § 1424	Environmental laboratory	Employee
	Hazardous Sites Cleanup Act	35 <i>Pa. Stat.</i> § 6020.1112(a)	35 <i>Pa. Stat.</i> § 6020.1112(b), 43 <i>Pa. Stat.</i> § 1424	Employer	Employee
	Low-Level Radioactive Waste Disposal Act	35 <i>Pa. Stat.</i> § 7130.509(a)-(b)	35 <i>Pa. Stat.</i> § 7130.509(c), 43 <i>Pa. Stat.</i> § 1424	Employer	Employee
	Municipal Waste Planning, Recycling and Waste Reduction Act	53 <i>Pa. Stat.</i> § 4000.1714(a)	53 <i>Pa. Stat.</i> § 4000.1714(b), 43 <i>Pa. Stat.</i> § 1424	Employer	Employee
	Water and Wastewater Systems Operators' Certification Act	63 <i>Pa. Stat.</i> § 1015.1(a)	63 <i>Pa. Stat.</i> §§ 1015.1(b), 43 <i>Pa. Stat.</i> § 1424	Employer	Employee
Finance, Banking, Securities, and Insurance	Department of Banking and Securities Code	71 <i>Pa. Stat.</i> § 733-1104(A)-(B)	No Statute Identified	Licensee	Employee
	Pennsylvania Securities Act of 1972	70 <i>Pa. Stat.</i> § 1-511(f)	No Statute Identified	Person	Person
Government	Administrative Code of 1929				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Healthcare	Office of the State Inspector General	71 <i>Pa. Stat.</i> § 217(b) ^a	71 <i>Pa. Stat.</i> § 217(c), 43 <i>Pa. Stat.</i> § 1424	Person	Employee
	Public works employment verification	71 <i>Pa. Stat.</i> § 656.7(a) ^b	71 <i>Pa. Stat.</i> § 656.7(b)-(c)	Public works contractor or subcontractor	Employee
	Public Official and Employee Ethics Act	65 <i>Pa. Cons. Stat.</i> § 1108(j)	No Statute Identified	Public official or public employee	Official or employee (public)
	Medical Care Availability and Reduction of Error (MCARE) Act	40 <i>Pa. Stat.</i> § 1303.308(c)	40 <i>Pa. Stat.</i> § 1303.308(c), 43 <i>Pa. Stat.</i> § 1424	Not Identified	Health care worker
Labor and Collective Bargaining	Pennsylvania Labor Relations Act	43 <i>Pa. Stat.</i> § 211.6(1)(d)	43 <i>Pa. Stat.</i> § 211.8	Employer	Employee
Occupational Health and Safety	Public Employee Relations Act	43 <i>Pa. Stat.</i> § 1101.1201(a)(4)	43 <i>Pa. Stat.</i> §§ 1101.1302 to 1101.1303	Public employers, their agents or representatives	Employee
	Clean Indoor Air Act	35 <i>Pa. Stat.</i> §§ 637.5, 637.7	No Statute Identified	Person	Employee or applicant for employment
	Worker and Community Right-to-Know Act	35 <i>Pa. Stat.</i> § 7313(a)	35 <i>Pa. Stat.</i> § 1715(b)	Employer	Employee
Public Utilities	Public Utility Code				
Safety, Protection, and Care for Vulnerable Groups	Protection of public utility employees	66 <i>Pa. Cons. Stat.</i> § 3316(a)-(b)	66 <i>Pa. Cons. Stat.</i> § 3316(c)-(f)	Employer	Employee
	Retaliation by telecommunications carrier	66 <i>Pa. Cons. Stat.</i> § 3019(i)(1)	66 <i>Pa. Cons. Stat.</i> § 3019(i)(2)	Telecommunications carrier	Employee
	Adult Protective Services Act				
	Penalties for administrators	35 <i>Pa. Stat.</i> § 10210.506(a)(1)	Not Identified	Administrator	Employee
	Penalties for facility owners	35 <i>Pa. Stat.</i> § 10210.506(a)(2)	Not Identified	Facility owner	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Protections for whistleblowers	35 <i>Pa. Stat.</i> § 10210.506(d)	35 <i>Pa. Stat.</i> § 10210.506(d), 43 <i>Pa. Stat.</i> § 1424	Not Identified	Person required to report
	Reporting	35 <i>Pa. Stat.</i> § 10210.302(d)(1)	35 <i>Pa. Stat.</i> § 10210.302(d)(2)	Person	Person
	Child Abuse Reports				
	Persons encouraged to report	23 <i>Pa. Cons. Stat.</i> §§ 6312, 6320	23 <i>Pa. Cons. Stat.</i> § 6320	Not Identified	Person
	Persons required to report	23 <i>Pa. Cons. Stat.</i> §§ 6311, 6320	23 <i>Pa. Cons. Stat.</i> § 6320	Not Identified	Person
	Older Adults Protective Services Act	35 <i>Pa. Stat.</i> § 10225.302(c)	35 <i>Pa. Stat.</i> § 10225.302(c)	Employer, person, or entity	Person
	Resource Families	67 <i>Pa. Cons. Stat.</i> § 7302	No Statute Identified	Agency	Resource family
	Retaliation in Child Abuse Cases	18 <i>Pa. Cons. Stat.</i> § 4958(b)	No Statute Identified	Person	Person
Transportation	Commercial Drivers	75 <i>Pa. Cons. Stat.</i> § 1619(a)(2)	75 <i>Pa. Cons. Stat.</i> § 1619(c)	Person	Employee
	Commercial Motor Vehicle Operators	43 <i>Pa. Stat.</i> § 1431(a)(2)	43 <i>Pa. Stat.</i> § 1431(c)	Person	Employee
	Uniform Commercial Driver's License Act	75 <i>Pa. Cons. Stat.</i> § 1619(a)(2)	75 <i>Pa. Cons. Stat.</i> § 1619(c)-(e)	Person	Employee
Wages and Labor Standards	Equal Pay Law	43 <i>Pa. Stat.</i> § 336.8(a)	No Statute Identified	Employer	Employee
	Minimum Wage Act of 1968	43 <i>Pa. Stat.</i> § 333.112(a)	No Statute Identified	Employer or agent, or office or agent of any corporation	Employee
Whistleblower Laws	Whistleblower Law	43 <i>Pa. Stat.</i> § 1423	43 <i>Pa. Stat.</i> § 1424	Employer (public)	Employee

Source: Compiled by CRS using Purdon's *Pennsylvania Statutes and Consolidated Statutes Annotated* and Pennsylvania session laws available on Westlaw. January 2024. Updated using the *Pennsylvania Statutes, Annotated*, available on Lexis (current through 2024 Regular Session Act 151) and other secondary sources. January 2025.

Notes:

- a. 71 *Pa. Stat.* § 217 is also cited as *Adm. Code* § 507-A.

- b. 71 *Pa. Stat. § 656.7* is also cited as *Adm. Code § 2407-C*.

Table 40. Rhode Island

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	State Fair Employment Practices Act	<i>R.I. Gen. Laws</i> § 28-5-7(5)	<i>R.I. Gen. Laws</i> §§ 28-5-24 to 28-5-24.1	Employer or employment agency, labor organization, placement service, training school or center, or any other employee referring source	Individual
Buildings and Construction	Building Service Workers	<i>R.I. Gen. Laws</i> § 37-26-9(a)	<i>R.I. Gen. Laws</i> § 37-26-9(a)(2)	Employer (contractor or subcontractor)	Employee or former employee
False Claims	State False Claims Act ^a	<i>R.I. Gen. Laws</i> § 9-1.1-4(g)	<i>R.I. Gen. Laws</i> § 9-1.1-4(g)	Not Identified	Employee
Finance, Banking, Securities, and Insurance	Accident and Sickness Insurance Policies	<i>R.I. Gen. Laws</i> § 27-18-45	<i>R.I. Gen. Laws</i> § 27-18-47	Accident and sickness insurer	Physician or provider
	Insurance Fraud Prevention Act	<i>R.I. Gen. Laws</i> § 27-54-7(a)	<i>R.I. Gen. Laws</i> § 27-54-7(b)-(c)	Person (subject to provisions of chapter)	Person or employee
Government	Rhode Island Code of Ethics in Government	<i>R.I. Gen. Laws</i> § 36-14-5(m)	<i>R.I. Gen. Laws</i> § 36-14-5(m)(1)	Person (subject to the Code of Ethics)	Complainant, witness, or any family member of any complainant or witness
Healthcare	Abuse in Health Care Facilities				
	Duty to report	<i>R.I. Gen. Laws</i> § 23-17.8-2(f)	<i>R.I. Gen. Laws</i> § 23-17.8-5	Employer or supervisor	Employee or supervisee
	Immunity from liability (persons)	<i>R.I. Gen. Laws</i> § 23-17.8-4(a)	<i>R.I. Gen. Laws</i> § 23-17.8-5	Facility	Person
	Immunity from liability (employees)	<i>R.I. Gen. Laws</i> § 23-17.8-4(b)	<i>R.I. Gen. Laws</i> § 23-17.8-5	Facility	Employee
	Board of Examiners in Dentistry	<i>R.I. Gen. Laws</i> § 5-31.1-9(b)	No Statute Identified	Licensed healthcare provider, dentist, dental hygienist, DAANCE-certified maxillofacial surgery assistant, or limited registrant	Employee, staff member, or any other person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Board of Examiners in Podiatry	<i>R.I. Gen. Laws</i> § 5-29-15(b)	No Statute Identified	Licensed healthcare provider, podiatrist, or limited registrant	Employee, staff member, or person
	Board of Medical Licensure and Discipline	<i>R.I. Gen. Laws</i> § 5-37-1.5(b)	No Statute Identified	Licensed healthcare provider, physician, or limited registrant	Employee, staff member, or person
	Health Care Fraud	<i>R.I. Gen. Laws</i> § 27-63-1(b)	No Statute Identified ^b	Employer	Person
	Health Maintenance Organization Act	<i>R.I. Gen. Laws</i> § 27-41-46	<i>R.I. Gen. Laws</i> § 27-41-48	Health Maintenance Organizations	Physician or medical services provider
	Hospital Conversions Act	<i>R.I. Gen. Laws</i> § 23-17.14-29(a)	<i>R.I. Gen. Laws</i> § 23-17.14-29(b)-(c)	Person (subject to provisions of chapter)	Person or employee
	Hospital Workplace Violence Protection Act	<i>R.I. Gen. Laws</i> § 23-17.28-4	No Statute Identified	Person	Employee or prospective employee
	Nonprofit Medical Service Corporations	<i>R.I. Gen. Laws</i> § 27-20-32	<i>R.I. Gen. Laws</i> § 27-20-34	Nonprofit medical service corporation or insurer offering and/or insuring health services	Physician or provider
	Nursing Facilities Receivership Act				
	Anti-retaliation	<i>R.I. Gen. Laws</i> § 23-17.11-9(a)	<i>R.I. Gen. Laws</i> § 23-17.11-9(b)-(c)	Facility	Officer or employee of facility, guardian or family member of resident, volunteer
	Whistleblower protections	<i>R.I. Gen. Laws</i> § 23-17.11-11(a)	<i>R.I. Gen. Laws</i> § 23-17.11-11(b)-(c)	Person (subject to provisions of chapter)	Person or employee
	Rhode Island Nurse Practice Act	<i>R.I. Gen. Laws</i> § 5-34-24.2(b)	No Statute Identified	Licensed healthcare provider, physician, or limited registrant may discharge, threaten, or discriminate against an employee, staff member, or person	Employee, staff member, or person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Mobile and Manufactured Homes	<i>R.I. Gen. Laws</i> §§ 31-44-5(a)-(b), 31-44-17(a)	<i>R.I. Gen. Laws</i> §§ 31-44-5(c), 31-44-9.1, 34-18-46	Licensee	Resident, prospective resident, or association formed pursuant to 31 <i>R.I. Gen. Laws</i> § 31-44-3.1
	Residential Landlord and Tenant Act	<i>R.I. Gen. Laws</i> § 34-18-46(a)	<i>R.I. Gen. Laws</i> §§ 34-18-34, 34-18-46(b)	Landlord	Tenant
	Rhode Island Fair Housing Practices Act	<i>R.I. Gen. Laws</i> § 34-37-5.1	<i>R.I. Gen. Laws</i> §§ 34-37-5 to 34-37-6	Owner or agent	Individual
Labor and Collective Bargaining	Labor Relations Act	<i>R.I. Gen. Laws</i> § 28-7-13(8)	<i>R.I. Gen. Laws</i> §§ 28-7-21 to 28-7-22	Employer	Employee
Occupational Health and Safety	Asbestos Abatement Act	<i>R.I. Gen. Laws</i> § 23-24.5-11(e)	23 <i>R.I. Gen. Laws</i> §§ 23-24.5-11(e), 28-50-1 to 28-50-9	Person	Public employee or beneficiary of public funds
	Hazardous Substances Right-to-Know Act	<i>R.I. Gen. Laws</i> § 28-21-8(2)	<i>R.I. Gen. Laws</i> § 28-21-8(4)	Employer	Employee
	Occupational Health	<i>R.I. Gen. Laws</i> § 23-1.1-14(a)	<i>R.I. Gen. Laws</i> § 23-1.1-14(b)	Employer	Employee
	Occupational Safety	<i>R.I. Gen. Laws</i> § 28-20-21(a)	<i>R.I. Gen. Laws</i> § 28-20-21(b)	Employer	Employee
	Public Health and Workplace Safety Act	<i>R.I. Gen. Laws</i> § 23-20.10-8	No Statute Identified	Person	Employee, applicant for employment or customer
Science, Technology, and Communications	Public Radio Conversions Act	<i>R.I. Gen. Laws</i> § 18-4.1-12(a)	<i>R.I. Gen. Laws</i> § 18-4.1-12(b)-(c)	Person (subject to provisions of chapter)	Person or employee
Safety, Protection, and Care for Vulnerable Groups	Abuse, Neglect, Exploitation, and Self-Neglect of Elderly Persons	<i>R.I. Gen. Laws</i> § 42-66-8(e)	No Statute Identified	Employer or supervisor	Employee or supervisee
	Abuse of Persons with Developmental Disabilities	<i>R.I. Gen. Laws</i> § 40.1-27-7	<i>R.I. Gen. Laws</i> § 40.1-27-7	Program	Person
	Assisted Living Residence Licensing Act	<i>R.I. Gen. Laws</i> § 23-17.4-36	No Statute Identified	Residence	Officer or employee of a residence, guardian or family member of any

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Long-Term Care Ombudsperson Act of 1995	<i>R.I. Gen. Laws</i> § 42-66.7-8	No Statute Identified	Facility	resident, resident, volunteer, or person Officer or employee of a facility, guardian or family member of a resident, resident, or volunteer
	Rights of Nursing Home Patients	<i>R.I. Gen. Laws</i> § 23-17.5-34(e)	<i>R.I. Gen. Laws</i> § 23-17.5-34(e)	Nursing facility	Resident of a nursing facility; relative, guardian, conservator, or sponsoring agency thereof; employee of a nursing facility; or person
Wages and Labor Standards	Rhode Island Minimum Wage Act	<i>R.I. Gen. Laws</i> § 28-12-16	<i>R.I. Gen. Laws</i> §§ 28-12-19, 28-14-1 to 24-13-31	Employer	Employee
	Rhode Island Payment of Wages Act	<i>R.I. Gen. Laws</i> § 28-14-19.3	<i>R.I. Gen. Laws</i> §§ 28-14-19.3, 28-50-1 to 28-50-9	Employer or person acting on behalf of the employer	Employee or person
	Rhode Island Prevailing Wages Law	<i>R.I. Gen. Laws</i> § 37-13-17(h)	<i>R.I. Gen. Laws</i> § 37-13-17(h)(2)	Employer (contractor or subcontractor)	Employee or former employee
Whistleblower Laws	Rhode Island Whistleblowers Act	<i>R.I. Gen. Laws</i> § 28-50-3	<i>R.I. Gen. Laws</i> §§ 28-50-4 to 28-50-5	Employer	Employee

Source: Compiled by CRS using West’s *General Laws of Rhode Island Annotated* and Rhode Island session laws available on Westlaw and other secondary sources. January 2024. Updated using the *General Laws of Rhode Island* available on Lexis (current through Chapter 457 of the 2024 Session) and other secondary sources. November 2024.

Notes:

- a. Rhode Island’s State False Claims Act qui tam provisions: *R.I. Gen. Laws* § 9-1.1-4(b)-(d).
- b. *R.I. Gen. Laws* § 27-63-1(c) provides that nothing in this chapter shall be construed to limit the rights and remedies available to a person pursuant to chapter 33 of title 9 or chapter 50 of title 28.

Table 41. South Carolina

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	South Carolina Human Affairs Law	<i>S.C. Code Ann.</i> § 1-13-80(F)	<i>S.C. Code Ann.</i> § 1-13-90	Employer, employment agency, joint labor-management committee controlling apprenticeship, on-the-job training programs, or labor organization	Employee, applicant for employment, or individual
Education	Save Women's Sports Act	<i>S.C. Code Ann.</i> § 59-1-500(C)	<i>S.C. Code Ann.</i> § 59-1-500(C)	School, postsecondary institution, or athletic association or organization	Student
Healthcare	Medical Ethics and Diversity Act	<i>S.C. Code Ann.</i> § 44-139-40(A), (B)	<i>S.C. Code Ann.</i> § 44-139-50	Not Identified	Medical practitioner
Housing and Real Property	Residential Landlord and Tenant Act	<i>S.C. Code Ann.</i> § 27-40-910(a)	<i>S.C. Code Ann.</i> § 27-40-910(b) & (h)	Landlord	Tenant
Occupational Health and Safety	Occupational Safety and Health Laws	<i>S.C. Code Ann.</i> § 41-15-510	<i>S.C. Code Ann.</i> § 41-15-520	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Identifying and Reporting Child Abuse and Neglect	<i>S.C. Code Ann.</i> § 63-7-315(A)	<i>S.C. Code Ann.</i> § 63-7-315(B), (C)	Employer	Employee
Whistleblower Laws	South Carolina Whistleblower Act	<i>S.C. Code Ann.</i> § 8-27-20(A)	<i>S.C. Code Ann.</i> § 8-27-30	Public body	Employee of a public body
Workers' Compensation	South Carolina Workers' Compensation Law	<i>S.C. Code Ann.</i> § 41-1-80	<i>S.C. Code Ann.</i> § 41-1-80	Employer	Employee

Source: Compiled by CRS using the *Code of Laws of South Carolina 1976 Annotated* and South Carolina session laws available on Westlaw and other secondary sources. January 2024. Updated using the *South Carolina Code of Laws Annotated* available on Lexis (current through 2024 Regular Session Act No. 250) and other secondary sources. November 2024.

Table 42. South Dakota

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	South Dakota Human Relations Act of 1972	<i>S.D. Codified Laws</i> § 20-13-26	<i>S.D. Codified Laws</i> §§ 20-13-29, 20-13-42, 20-13-35.1	Person	Person
Commerce and Trade	Regulation of Beer Industry Business Relationships	<i>S.D. Codified Laws</i> § 35-8A-4(8)	<i>S.D. Codified Laws</i> § 35-8A-9	Supplier	Wholesaler
Crime and Law Enforcement	Juvenile Correctional Facilities and Programs	<i>S.D. Codified Laws</i> § 26-11A-32	No Statute Identified	State agency or individual acting for a state agency	Individual
Education	Requirements for Athletic Teams and Sports	<i>S.D. Codified Laws</i> § 13-67-2	<i>S.D. Codified Laws</i> § 13-67-2	Accredited school, school district, activities association or organization, or institution of higher education	Student
Government	State Board of Internal Control	<i>S.D. Codified Laws</i> § 1-56-12	<i>S.D. Codified Laws</i> §§ 1-56-12, 3-6D-22	Not Identified	Employee (public)
Housing and Real Property	Lease of Real Property	<i>S.D. Codified Laws</i> § 43-32-27	<i>S.D. Codified Laws</i> § 43-32-27	Lessor of residential property	Lessee
Labor and Collective Bargaining	Public Employees' Unions	<i>S.D. Codified Laws</i> § 3-18-3.1(4)	<i>S.D. Codified Laws</i> § 3-18-15.2	Public employer	Employee (public)
Safety, Protection, and Care for Vulnerable Groups	Care, Treatment and Rights of Residents in Facilities for Developmentally Disabled Persons	<i>S.D. Codified Laws</i> § 27B-8-43	No Statute Identified	Agency, community service provider, facility, or school	Staff
	Children's Homes and Welfare Agencies	<i>S.D. Codified Laws</i> § 26-6-56	No Statute Identified	State agency, facility, center, or program; or individual acting for a state agency or a facility, center, or program	Individual
Wages and Labor Standards	Wages, Hours and Conditions of Employment	<i>S.D. Codified Laws</i> § 60-11-17.1	No Statute Identified	Employer	Employee
Whistleblower Laws	Public Officers and Employees				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Reporting public official's misuse of public funds	<i>S.D. Codified Laws</i> § 3-16-10	<i>S.D. Codified Laws</i> § 3-16-10	Not Identified	Employee (public)
	Reporting violations, abuse, or danger to public	<i>S.D. Codified Laws</i> § 3-16-9	<i>S.D. Codified Laws</i> §§ 3-6D-22, 3-16-9	Department, bureau, board, or commission of the state or any of its political subdivisions (public)	Employee (public)
	State Civil Service Law	<i>S.D. Codified Laws</i> § 3-6D-5(5)	<i>S.D. Codified Laws</i> § 3-6D-22	Not Identified	Civil service applicant or employee (public)

Source: Compiled by CRS using the *South Dakota Codified Laws* and South Dakota session laws available on Westlaw and other secondary sources. January 2024. Updated using *South Dakota Codified Laws* available on Lexis (current through the 2024 Regular Session of the 99th South Dakota Legislative Assembly) and other secondary sources. November 2024.

Table 43. Tennessee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Tennessee Human Rights Act	<i>Tenn. Code Ann.</i> § 4-21-301(a)(1)	<i>Tenn. Code Ann.</i> §§ 4-21-302, 4-21-311	Person	Person
Commerce and Trade	Beer Wholesaler and Supplier Relations	<i>Tenn. Code Ann.</i> § 57-5-503(2)(l)	<i>Tenn. Code Ann.</i> § 57-5-510	Supplier	Wholesaler
Crime and Law Enforcement	Duty to Intervene	<i>Tenn. Code Ann.</i> § 38-8-129(c)	No Statute Identified	Law enforcement agency	Officer
Education	Education Truth in Reporting and Employee Protection Act of 1989	<i>Tenn. Code Ann.</i> § 49-50-1408(a)	<i>Tenn. Code Ann.</i> § 49-50-1409(a)	Person or employer	Person
	Higher Education Accountability Act of 2004	<i>Tenn. Code Ann.</i> § 49-14-103(b)	No Statute Identified	Not Identified	Higher education employee
	Intercollegiate or Intramural Athletic Teams or Sports Designated for Females	<i>Tenn. Code Ann.</i> § 49-7-180(c)	No Statute Identified	Government entity, licensing or accrediting organization, or athletic association or organization	Student
	Professional Educators Collaborative Conferencing Act of 2011	<i>Tenn. Code Ann.</i> § 49-5-606(a)(6)	<i>Tenn. Code Ann.</i> § 49-5-606(c)	Board of education or its management personnel	Employee
	Student Transcript Alterations	<i>Tenn. Code Ann.</i> § 49-50-1101(b)	No Statute Identified	Local education agency, charter school, charter school authorizer, or virtual school	Employee
Environment	Primacy and Reclamation Act of Tennessee	<i>Tenn. Code Ann.</i> § 59-8-131(a)	<i>Tenn. Code Ann.</i> § 59-8-131(b)	Person	Employee or authorized representative of employee
False Claims	Tennessee False Claims Act ^a	<i>Tenn. Code Ann.</i> § 4-18-105(b)	<i>Tenn. Code Ann.</i> § 4-18-105(c), (d)	Employer	Employee
	Tennessee Medicaid False Claims Act ^b	<i>Tenn. Code Ann.</i> § 71-5-183(g)	<i>Tenn. Code Ann.</i> § 71-5-183(g)	Not Identified	Employee, contractor, or agent

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Government	Advocacy for Honest and Appropriate Government Spending Act	<i>Tenn. Code Ann.</i> §§ 8-4-409(c), 8-50-116	<i>Tenn. Code Ann.</i> § 8-50-116	Person	Person
	Local Government Modernization Act of 2005	<i>Tenn. Code Ann.</i> §§ 9-3-406(b), 8-50-116	<i>Tenn. Code Ann.</i> § 8-50-116	Person	Local government employee or person
	State of Tennessee Audit Committee Act of 2005	<i>Tenn. Code Ann.</i> §§ 4-35-107(b), 8-50-116	<i>Tenn. Code Ann.</i> § 8-50-116	Person	Person
Narcotics and Controlled Substances	Opioid Abuse or Diversion	<i>Tenn. Code Ann.</i> § 63-1-602(a)	No Statute Identified	Entity that prescribes, dispenses, or handles opioids	Employee
Occupational Health and Safety	Occupational Safety and Health Act of 1972				
	Discrimination against employee	<i>Tenn. Code Ann.</i> § 50-3-409(a)	<i>Tenn. Code Ann.</i> § 50-3-409(b)	Person	Employee
	Employees' rights and duties	<i>Tenn. Code Ann.</i> § 50-3-106(7)	<i>Tenn. Code Ann.</i> §§ 50-3-106(8), 50-3-409	Not Identified	Employee
Safety, Protection, and Care for Vulnerable Groups	Deficient Nursing Homes	<i>Tenn. Code Ann.</i> § 68-11-804(c)(3)	No Statute Identified	Nursing home	Person
	Regulation of Health and Related Facilities (homes for the aged, traumatic brain injury residential homes, assisted care living facilities, and adult care homes)	<i>Tenn. Code Ann.</i> § 68-11-207(i)(1)-(3)	No Statute Identified	Licensed facility	Resident or person acting on behalf of a resident
	Rights of Nursing Home Residents and Patients				
	Minimum Rights	<i>Tenn. Code Ann.</i> § 68-11-901(19)	No Statute Identified	Not Identified	Nursing home resident or patient
	Retaliation or discrimination against complainants	<i>Tenn. Code Ann.</i> § 68-11-903(1)	No Statute Identified	Nursing home	Person
	Tennessee Adult Protection Act	<i>Tenn. Code Ann.</i> § 71-6-105	<i>Tenn. Code Ann.</i> § 71-6-105	Person	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	Wages (sex discrimination)				
	Penalty (misdemeanor)	<i>Tenn. Code Ann.</i> § 50-2-206	No Statute Identified	Employer	Employee
	Prohibited acts	<i>Tenn. Code Ann.</i> § 50-2-202(c)	<i>Tenn. Code Ann.</i> § 50-2-204	Employer	Employee
Whistleblower Laws	Tennessee Public Protection Act				
	Persons employed by public and private employers	<i>Tenn. Code Ann.</i> § 50-1-304(b)	<i>Tenn. Code Ann.</i> § 50-1-304(c)	Employer	Employee
	Teachers	<i>Tenn. Code Ann.</i> § 50-1-310(a)	<i>Tenn. Code Ann.</i> § 50-1-310(c)	Local education agency	Teacher
	Tennessee Whistleblower Protection Act	<i>Tenn. Code Ann.</i> § 8-50-116(b)	<i>Tenn. Code Ann.</i> § 8-50-116(c), (d)	Head of any state department, agency or institution, state employee exercising supervisory authority, other state employee or state contractor (public)	State employee (public)

Source: Compiled by CRS using *West's Tennessee Code Annotated* and the Tennessee session laws available on Westlaw and other secondary sources. January 2024. Updated using the *Tennessee Code Annotated* available on Lexis (current through the 2024 Regular Session) and other secondary sources. December 2024.

Notes:

- a. Qui tam provisions of Tennessee's False Claims Act: *Tenn. Code Ann.* § 4-18-104.
- b. Qui tam provisions of the Tennessee Medicaid False Claims Act: *Tenn. Code Ann.* § 71-5-183.

Table 44. Texas

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Hazard Communication Act	<i>Tex. Agric. Code</i> § 125.013(b)	No Statute Identified	Employer	Agricultural laborer
Anti-discrimination Laws	Texas Commission on Human Rights Act	<i>Tex. Lab. Code</i> § 21.055	<i>Tex. Lab. Code</i> §§ 21.251, 21.254, 21.258 to 21.259	Employer, labor union, or employment agency	Person
Crime and Law Enforcement	Independent Ombudsman for Juvenile Justice Services and Facilities	<i>Tex. Hum. Res. Code</i> § 261.102	No Statute Identified	Texas Juvenile Justice Department, juvenile probation department, or another entity operating a facility in which children adjudicated for conduct that constitutes an offense are placed	Employee
	Texas Juvenile Justice Board and Texas Juvenile Justice Department	<i>Tex. Hum. Res. Code</i> § 203.021(b)	<i>Tex. Hum. Res. Code</i> § 203.021(c)-(k)	Employer (public)	Person
Commerce and Trade	Human Trafficking Awareness and Prevention in Commercial Lodging Establishments	<i>Tex. Bus. & Com. Code</i> Ann. § 114.0054	No Statute Identified	Operator of a commercial lodging establishment	Employee
Education	Intercollegiate Athletic Competitions	<i>Tex. Educ. Code</i> § 51.980(e)	<i>Tex. Educ. Code</i> § 51.980(f)	Institution of higher education or intercollegiate athletic team	Person
	Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking	<i>Tex. Educ. Code</i> § 51.257(a)	No Statute Identified	Postsecondary educational institution	Employee
False Claims	Award for Reporting Medicaid Fraud, Abuse, or Overcharges ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
	Medicaid Fraud Prevention Act ^b	<i>Tex. Human Res. Code</i> § 36.115	<i>Tex. Human Res. Code</i> § 36.115	Not Identified	A person, including an employee, contractor, or agent
Government	County Ethics Commissions	<i>Tex. Loc. Gov't Code</i> § 161.157(a)-(b)	No Statute Identified	County public servant	County employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Healthcare	Department of Family and Protective Services	<i>Tex. Hum. Res. Code</i> § 40.083(b)	<i>Tex. Hum. Res. Code</i> § 40.083(c)-(k)	Employer (public)	Person
	Grievance Procedure for County Employees	<i>Tex. Loc. Gov't Code</i> § 160.006(a)	<i>Tex. Loc. Gov't Code</i> § 160.006(b)-(c)	Not Identified	Employee (public), supervisor or management official (public)
	Health Care Collaboratives	<i>Tex. Ins. Code</i> § 848.107(c)	No Statute Identified	Health care collaborative	Physician or health care provider
	Health Facilities (reports of abuse, neglect, and exploitation of residents of certain facilities)				
	Retaliation Against Employees	<i>Tex. Health & Safety Code</i> § 260A.014(b)	<i>Tex. Health & Safety Code</i> § 260A.014(b)-(g)	Facility, owner of the facility, or employee of the facility	Employee
	Retaliation Against Volunteers, Residents, or Family Members or Guardians of Residents	<i>Tex. Health & Safety Code</i> § 260A.015(a)	<i>Tex. Health & Safety Code</i> § 260A.015(b)-(d)	Facility	Volunteer, resident, or family member or guardian of a resident
	Inspector General for State Hospital for Treating Persons with Mental Illness	<i>Tex. Health & Safety Code</i> § 552.104	No Statute Identified	Department of State Health Services or state hospitals	Department of State Health Services employee (public) or state hospital employee (public)
	Nursing Peer Review Committees	<i>Tex. Occ. Code Ann.</i> § 303.010(b)(2)	No Statute Identified	Not Identified	Person
	Nursing Practice Act				
	Mandatory reports	<i>Tex. Occ. Code</i> § 301.402(f)	<i>Tex. Occ. Code</i> § 301.413	Person	Person
	Optional reports	<i>Tex. Occ. Code</i> § 301.4025(c)(1)	<i>Tex. Occ. Code</i> § 301.413	Person	Person
	Reporting immunity	<i>Tex. Occ. Code</i> § 301.412(2)	<i>Tex. Occ. Code</i> § 301.413	Person	Person
	Retaliatory action	<i>Tex. Occ. Code</i> § 301.413(b)	<i>Tex. Occ. Code</i> § 301.413	Person	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Preferred Provider Benefit Plans				
	Retaliation against insured	<i>Tex. Ins. Code Ann. § 1301.161(I)</i>	No Statute Identified	Insurer	Insured or person action on insured's behalf
	Retaliation against preferred provider	<i>Tex. Ins. Code § 1301.066(I)</i>	No Statute Identified	Insurer	Physician or health care provider
	Public Health (abuse, neglect, and unprofessional or unethical conduct in health care facilities)				
	Retaliation Against Employees	<i>Tex. Health & Safety Code § 161.134(a)</i>	<i>Tex. Health & Safety Code § 161.134(b)-(i)</i>	Hospital, mental health or treatment facility	Employee
	Retaliation Against Nonemployees	<i>Tex. Health & Safety Code § 161.135(a)</i>	<i>Tex. Health & Safety Code § 161.135(b)-(g)</i>	Hospital, mental health or treatment facility	Person who is not an employee
	Texas Health Maintenance Organization Act	<i>Tex. Ins. Code § 843.281</i>	No Statute Identified	Health maintenance organization	Group contract holder, enrollee, physician or provider
	Workplace Violence Prevention in Health Facilities	<i>Tex. Health & Safety Code § 331.005(c)</i>	No Statute Identified	Person	Person
	Manufactured Home Tenancies	<i>Tex. Prop. Code § 94.251(a)</i>	<i>Tex. Prop. Code §§ 94.254, 94.301</i>	Landlord	Tenant
	Residential Tenancies	<i>Tex. Prop. Code § 92.331</i>	<i>Tex. Prop. Code § 92.333</i>	Landlord	Tenant
Occupational Health and Safety	Hazard Communication Act	<i>Tex. Health & Safety Code § 502.017(c)</i>	No Statute Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Home and Community Support Services	<i>Tex. Health & Safety Code § 142.0093(a)</i>	No Statute Identified	Person licensed under <i>Tex. Health & Safety Code</i> ch. 142	Person
	Texas Workers' Compensation Act (reports of safety violations)	<i>Tex. Lab. Code § 411.082</i>	<i>Tex. Lab. Code § 411.083</i>	Employer	Employee
	Assisted Living Facility Licensing Act				
	Retaliation Prohibited	<i>Tex. Health & Safety Code § 247.068(a)</i>	No Statute Identified	Person licensed under <i>Tex. Health & Safety Code</i> ch. 247	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Retaliation Prohibited	<i>Tex. Health & Safety Code</i> § 247.068(c)	No Statute Identified	Department of Aging and Disability Services employee	Assisted living facility, employee of an assisted living facility, or a person in control of an assisted living facility
	Boarding Home Facilities	<i>Tex. Health & Safety Code</i> § 260.009(c)	No Statute Identified	Owner, operator, or employee of a boarding home facility that holds a permit issued by a county or municipality	Employee
	Child Abuse or Neglect	<i>Tex. Fam. Code</i> § 261.110(b)	<i>Tex. Fam. Code</i> § 261.110	Employer	Person
	Childcare Facilities	<i>Tex. Hum. Res. Code</i> § 42.04271(b)(2)	No Statute Identified	Day-care center, group day-care home, before-school program, after-school program, school-age program, or registered family home	Parent or guardian of a child at a child-care facility
	Commission Ombudsman Programs	<i>Tex. Gov't Code</i> § 531.997	No Statute Identified	Health and Human Services Commission or Department of Family and Protective Service	Employee (public) or person
	Home and Community Based Services	<i>Tex. Hum. Res. Code</i> § 48.257(a)	No Statute Identified	Provider of home and community-based services	Person
	Intermediate Care Facilities for Individuals with an Intellectual Disability				
	Suit for retaliation	<i>Tex. Health & Safety Code</i> § 252.132(b)	<i>Tex. Health & Safety Code</i> § 252.132(b)-(g)	Owner of the facility or employee of the facility	Employee
	Suit for retaliation against volunteer, resident, or family member or guardian of resident	<i>Tex. Health & Safety Code</i> § 252.133(a)	<i>Tex. Health & Safety Code</i> § 252.133(b)-(d)	Facility	Volunteer, a resident, or a family member or guardian of a resident
	Long-Term Care Ombudsman	<i>Tex. Hum. Res. Code</i> § 101A.264(a)(2)	No Statute Identified	Person	Resident or employee of a long-term care facility

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Restraints and Seclusion in Healthcare Facilities	<i>Tex. Health & Safety Code</i> § 322.054(a)	No Statute Identified	Facility	Employee, client, resident, or person
	Social Work Practice Act	<i>Tex. Occ. Code</i> §§ 505.602(2), 505.603(b)	<i>Tex. Occ. Code</i> § 505.603(a), (c)-(f)	Person	Person
	State Supported Living Centers				
	Office of Independent Ombudsman	<i>Tex. Health & Safety Code</i> § 555.060	No Statute Identified	Department (includes Department of State Health Services and Department of Aging and Disability Services), or state supported living centers	Department employee (includes Department of State Health Services and Department of Aging and Disability Services) or state supported living center
	Inspector General	<i>Tex. Health & Safety Code</i> § 555.104	No Statute Identified	Department (Department of Aging and Disability Services) state supported living centers	Department (Department of Aging and Disability Services) employee or state supported living center employee
	Wards	<i>Tex. Est. Code</i> § 1151.351(23)	No Statute Identified	Not Identified	Ward
Transportation	Insurer Interests in Motor Vehicle Repair Facilities	<i>Tex. Occ. Code</i> § 2307.006(12)	<i>Tex. Occ. Code</i> § 2307.009	Insurer	Person
Whistleblower Laws	Texas Whistleblower Act	<i>Tex. Gov't Code</i> § 554.002(a)	<i>Tex. Gov't Code</i> § 554.003	State or local governmental entity	Public employee
Workers' Compensation	Workers' Compensation Discrimination	<i>Tex. Lab. Code</i> § 451.001	<i>Tex. Lab. Code</i> § 451.002	Person	Employee
	Workers' Compensation Health Care Network Act	<i>Tex. Ins. Code</i> § 1305.404	No Statute Identified	Network	Employee or employee
	Workers' Compensation Insurance	<i>Tex. Ins. Code</i> § 2053.205	<i>Tex. Ins. Code</i> § 2053.206, <i>Tex. Lab. Code</i> tit. A, subtitle 5	Not Identified	Person who is employed by a policyholder who self-insures the deductible amount

Source: Compiled by CRS using *Vernon's Texas Statutes and Codes Annotated* and Texas session laws available on Westlaw and other secondary sources. February 2024. Updated using *Texas Statutes & Codes Annotated* on Lexis (current through the 2023 Regular Session; the 1st C.S.; the 2nd C.S.; the 3rd C.S. and the 4th C.S. of the 88th Legislature; and the November 7, 2023 general election results) and other secondary sources. November 2024.

Notes:

- a. Provisions concerning rewards for reporting activity that constitutes fraud or abuse of funds in Medicaid or reports overcharges in Medicaid if the disclosure results in the imposition of an administrative penalty: *Tex. Gov't Code* § 531.101 (repeal effective April 1, 2025).
- b. Texas Medicaid Fraud Prevention law qui tam provisions: *Tex. Hum. Res. Code* §§ 36.101 to 36.117.

Table 45. Utah

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Utah Anti-Discrimination Act				
	Discriminatory or prohibited employment practices	<i>Utah Code Ann.</i> §§ 34A-5-106(1)(a)(i), 34A-5-102(1)(y)	<i>Utah Code Ann.</i> § 34A-5-107	Employer, employment agency, labor organization, apprenticeship program, on-the-job training program, or vocational school	Employees, applicant, or member
	Nondisclosure and non-disparagement clauses and reports of sexual assault	<i>Utah Code Ann.</i> § 34A-5-114(1)(g), (2)(b)	<i>Utah Code Ann.</i> §§ 34A-5-107, 34A-5-114(3)	Employer	Employee
	Religious liberty protections, expressing beliefs and commitments in workplace, prohibition on employment actions against certain employee speech	<i>Utah Code Ann.</i> § 34A-5-112(3)	<i>Utah Code Ann.</i> § 34A-5-107	Employer	Person
Commerce and Trade	Utah Beer Industry Distribution Act				
	Prohibited conduct of supplier	<i>Utah Code Ann.</i> § 32B-14-302(1)(i)	<i>Utah Code Ann.</i> § 32b-14-402	Supplier	Wholesaler
	Prohibited conduct of wholesaler	<i>Utah Code Ann.</i> § 32B-14-303(1)(h)	No Statute Identified	Wholesaler	Retailer
Crime and Law Enforcement	Peace Officer Standards and Training Act	<i>Utah Code Ann.</i> § 53-6-210.5(1)(e), (4)	No Statute Identified	Law enforcement agency	Law enforcement agency employee
Environment and Natural Resources	Coal Mine Safety Act	<i>Utah Code Ann.</i> § 40-2-302(3)	No Statute Identified	Coal mine operator	Person
Finance, Banking, Securities, and Insurance	Securities Fraud Reporting Program Act ^a	<i>Utah Code Ann.</i> § 61-1-104(1)	<i>Utah Code Ann.</i> § 61-1-105	Employer	Employee or person authorized to act on behalf of an employee.
Healthcare	Anesthesia and Sedation Requirements	<i>Utah Code Ann.</i> § 58-1-510(6)	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Utah Fair Housing Act	<i>Utah Code Ann.</i> § 57-21-7(f)	<i>Utah Code Ann.</i> §§ 57-21-9 to 57-21-12	Not Identified	Person
	Mobile Home Park Residency Act	<i>Utah Code Ann.</i> § 57-16-16 (11)	<i>Utah Code Ann.</i> § 57-16-19	Park operator	Resident
Labor and Collective Bargaining	Utah Labor Relations Act	<i>Utah Code Ann.</i> § 34-20-8(f)	No Statute Identified	Employer	Employee
Occupational Health and Safety	Utah Occupational Safety and Health Act	<i>Utah Code Ann.</i> § 34A-6-203(1)	<i>Utah Code Ann.</i> § 34A-6-203(2)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Abuse, Neglect, or Exploitation of a Vulnerable Adult	<i>Utah Code Ann.</i> § 26B-6-205	No Statute Identified	Individual	Vulnerable adult who is the subject of a report, individual who made the report, witness, or any other person cooperating with an investigation
	Long-Term Care Ombudsman	<i>Utah Code Ann.</i> § 26B-2-307(4)(a)	No Statute Identified	Not Identified	Volunteer or employee of a long-term care facility or governmental agency, or against a resident of a long-term care facility
Wages and Labor Standards	Employment of Minors	<i>Utah Code Ann.</i> § 34-23-402(2)(g)	No Statute Identified	Person, whether individually or as an officer, agent, or employee of any person, firm, or corporation	Employee
	Utah Payment of Wages Act	<i>Utah Code Ann.</i> § 34-28-19(1)	<i>Utah Code Ann.</i> § 34-28-19(2)	Employer	Employee
Whistleblower Laws	Utah Protection of Public Employees Act				
	Public entity employees	<i>Utah Code Ann.</i> § 67-21-3	<i>Utah Code Ann.</i> §§ 67-21-3.5, 67-21-4 to 67-21-5	Employer (public entity)	Employee or a person authorized to act on behalf of the employee (public entity)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Political subdivision employees	<i>Utah Code Ann.</i> § 67-21-3	<i>Utah Code Ann.</i> §§ 67-21-3.6, 67-21-4 to 67-21-5	Employer (political subdivision)	Employee or a person authorized to act on behalf of the employee (political subdivision)
	State institution of higher education employees	<i>Utah Code Ann.</i> § 67-21-3	<i>Utah Code Ann.</i> §§ 67-21-3.7, 67-21-4 to 67-21-5	Employer (state institution of higher education public)	Employee or a person authorized to act on behalf of the employee (state institution of higher education public)
Workers' Compensation	Workers' Compensation Act	<i>Utah Code Ann.</i> § 34A-2-114(2)	No Statute Identified	Employer	Employee

Source: Compiled by CRS using West's *Utah Code Annotated* and the Utah session laws available on Westlaw and other secondary sources. February 2024. Updated using the *Utah Code Annotated* available on Lexis (current through the 2024 4th Special Session) and other secondary sources. December 2024.

Notes:

- a. Utah's Securities Fraud Reporting Program Act authorizes the Utah Securities Commission to provide awards to individuals who provide original information to the Commission or the Utah Division of Securities that leads to the successful enforcement of a covered judicial or administrative action. *Utah Code Ann.* § 61-1-106.

Table 46.Vermont

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Vermont Fair Employment Practices Act				
	Employer communications relating to religious or political matters	<i>Vt. Stat. Ann.</i> tit. 21, §§ 495(a)(8), 495o(f)(2)	<i>Vt. Stat. Ann.</i> tit. 21, § 495b(b)	Employer, employment agency, or labor organization	Employee
	Employment based on credit information	<i>Vt. Stat. Ann.</i> tit. 21, § 495i(e)	<i>Vt. Stat. Ann.</i> tit. 21, § 495b(b)	Employer	Employee or applicant
	Employment discrimination	<i>Vt. Stat. Ann.</i> tit. 21, § 495(a)(8)	<i>Vt. Stat. Ann.</i> tit. 21, § 495b(b)	Employer, employment agency, or labor organization	Employee
	Vermont Public Accommodations Act	<i>Vt. Stat. Ann.</i> tit. 9, § 4506(e)	<i>Vt. Stat. Ann.</i> tit. 9, § 4506	Person	Individual
Commerce and Trade	Vermont Consumer Protection Act	<i>Vt. Stat. Ann.</i> tit. 9, § 2453b	No Statute Identified	Person	Person, consumer
False Claims	Vermont False Claims Act ^a	<i>Vt. Stat. Ann.</i> tit. 32, § 638(a)	<i>Vt. Stat. Ann.</i> tit. 32, § 638(a), (b)	Not Identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Vermont Earned Sick Time Act	<i>Vt. Stat. Ann.</i> tit. 21, § 483(l)	<i>Vt. Stat. Ann.</i> tit. 21, § 397(b)	Employer	Employee
Government	Classification of State Personnel (temporary employees)	<i>Vt. Stat. Ann.</i> tit. 3, § 331(f)	<i>Vt. Stat. Ann.</i> tit. 3, §§ 971-978	Not Identified	Individual in a temporary or seasonal capacity (public)
Housing and Real Property	Mobile Home Parks Act	<i>Vt. Stat. Ann.</i> tit. 10, § 6247(a)	<i>Vt. Stat. Ann.</i> tit. 10, § 6247(b)	Park owner	Resident
	Residential Rental Agreements	<i>Vt. Stat. Ann.</i> tit. 9, § 4465(a)	<i>Vt. Stat. Ann.</i> tit. 9, § 4465(b)	Landlord	Tenant
Labor and Collective Bargaining	Early Care and Education Providers Labor Relations Act	<i>Vt. Stat. Ann.</i> tit. 33, § 3612(b)(3)	<i>Vt. Stat. Ann.</i> tit. 33, §§ 965, 3612(e)	State	Early care and education provider
	Judiciary Employees Labor Relations Act	<i>Vt. Stat. Ann.</i> tit. 3, § 1026(4)	<i>Vt. Stat. Ann.</i> tit. 3, § 1030	Employer (public)	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Labor Relations for Teachers and Administrators Act	<i>Vt. Stat. Ann.</i> tit. 16, § 1986	No Statute Identified	School district or supervisory union	Teacher, administrator, or other employee of a school district or supervisory union
	Vermont Municipal Labor Relations Act	<i>Vt. Stat. Ann.</i> tit. 21, § 1726(a)(4)	<i>Vt. Stat. Ann.</i> tit. 21, §§ 1727, 1729	Employer (municipal)	Employee (municipal)
	Vermont State Labor Relations Act	<i>Vt. Stat. Ann.</i> tit. 21, § 1621(a)(4)	<i>Vt. Stat. Ann.</i> tit. 21, §§ 1622-1623	Employer	Employee
Military and State Defense Forces	Employment Rights for Reserve and National Guard Members	<i>Vt. Stat. Ann.</i> tit. 21, § 491(c)	<i>Vt. Stat. Ann.</i> tit. 21, § 493(a)	Employer	Person
Occupational Health and Safety	Vermont Occupational Safety and Health Act	<i>Vt. Stat. Ann.</i> tit. 21, § 231(a)	<i>Vt. Stat. Ann.</i> tit. 21, §§ 231(b), 232	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reports	<i>Vt. Stat. Ann.</i> tit. 33, § 4913(f)(2)	<i>Vt. Stat. Ann.</i> tit. 33, § 4913(f)(2)	Employer or supervisor	Employee
	Reports of Abuse of Vulnerable Adults	<i>Vt. Stat. Ann.</i> tit. 33, § 6909	<i>Vt. Stat. Ann.</i> tit. 33, § 6909	Employer or supervisor	Employee
	State Long-Term Care Ombudsman	<i>Vt. Stat. Ann.</i> tit. 33, § 7508(b)	<i>Vt. Stat. Ann.</i> tit. 33, § 7508(b)	Person	Employee, resident, or volunteer of a long-term care facility; an entity that provides long-term care through the Choices for Care program; or an agency
Wages and Labor Standards	Minimum Wage	<i>Vt. Stat. Ann.</i> tit. 21, § 397(a)	<i>Vt. Stat. Ann.</i> tit. 21, § 397(b)	Employer	Employee
	Polygraph Protection Act	<i>Vt. Stat. Ann.</i> tit. 21, § 494d	<i>Vt. Stat. Ann.</i> tit. 21, § 494d	Not Identified	Employee
Whistleblower Laws	Whistleblower Protection for Municipal Employees	<i>Vt. Stat. Ann.</i> tit. 24, § 1998	<i>Vt. Stat. Ann.</i> tit. 24, § 1998(c), (d)	Agency, department, appointing authority, official, or employee of a municipality (public)	Protected employee (public)
	State Employees Labor Relations Act				

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Communication with the General Assembly	<i>Vt. Stat. Ann.</i> tit. 3, § 974(b)	<i>Vt. Stat. Ann.</i> tit. 3, § 976	Not identified	State employee (public)
	Protected activity	<i>Vt. Stat. Ann.</i> tit. 3, § 973	<i>Vt. Stat. Ann.</i> tit. 3, § 976	State agency, department, appointing authority, official, or employee (public)	State employee (public)
	State Ethics Commission	<i>Vt. Stat. Ann.</i> tit. 3, § 1204	No Statute Identified	Not Identified	Public Servant
	Vermont's Healthcare Whistleblower Protection Act	<i>Vt. Stat. Ann.</i> tit. 21, § 507(b)	<i>Vt. Stat. Ann.</i> tit. 21, § 508	Employer	Employee
	Vermont Whistleblower Award and Protection Act ^b (securities)	<i>Vt. Stat. Ann.</i> tit. 9, § 5617(j)(1)	<i>Vt. Stat. Ann.</i> tit. 9, § 5617(j)(3), (j)(6)	Employer	Individual
Workers' Compensation	Vermont Workers' Compensation Act	<i>Vt. Stat. Ann.</i> tit. 21, §§ 495(a)(8), § 710(d), (f)	<i>Vt. Stat. Ann.</i> tit. 21, §§ 495b, 710(f)	Employer	Individual

Source: Compiled by CRS using West's *Vermont Statutes Annotated* and the Vermont session laws available on Westlaw and other secondary sources. February 2024. Updated using the Vermont Statutes Annotated available on Lexis (current through all acts of the Regular and Adjourned Sessions of the 2023-2024 Vermont General Assembly) and other secondary sources. November 2024.

Notes:

- a. Vermont False Claims Act qui tam provisions: *Vt. Stat. Ann.* tit. 32, §§ 632, 633, 635.
- b. Provisions concerning awards for individuals who voluntarily provide, in writing, in the form and manner required by the Commissioner, original information that leads to the successful enforcement of an administrative or judicial action under the Vermont Uniform Securities Act. *Vt. Stat. Ann.* tit. 9, § 5617.

Table 47. Virginia

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Virginia Human Rights Act	<i>Va. Code Ann.</i> § 2.2-3905(B)(7)	<i>Va. Code Ann.</i> §§ 2.2-3907 to 2.2-3908	Employer, employment agency or joint apprenticeship committee controlling an apprenticeship or other training program	Employee or applicant for employment, labor organization member or applicant for membership, or individual in an apprenticeship or training program
Commerce and Trade	Beer Franchise Act	<i>Va. Code Ann.</i> § 4.1-512	<i>Va. Code Ann.</i> §§ 4.1-508 to 4.1-509	Brewery	Wholesaler
	Wine Franchise Act	<i>Va. Code Ann.</i> § 4.1-413	<i>Va. Code Ann.</i> §§ 4.1-409 to 4.1-410	Winery	Wholesaler
Crime and Law Enforcement	Law-Enforcement Officer Conduct During an Arrest or Detention	<i>Va. Code Ann.</i> § 19.2-83.6(B)	No Statute Identified	Employing agency	Law-enforcement officer
	Office of the Department of Corrections Ombudsman	<i>Va. Code Ann.</i> § 53.1-17.7(I)	No Statute Identified	Virginia Department of Corrections, and employees or contractors of the Department	Person
False Claims	Virginia Fraud Against Taxpayers Act ^a	<i>Va. Code Ann.</i> § 8.01-216.8	<i>Va. Code Ann.</i> § 8.01-216.8	Not Identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Organ Donation Leave	<i>Va. Code Ann.</i> § 40.1-33.11	No Statute Identified	Employer	Employee
	Paid Sick Leave	<i>Va. Code Ann.</i> § 40.1-33.6	No Statute Identified	Employer	Employee
Government	Local Government Employees	<i>Va. Code Ann.</i> § 15.2-1512.4	No Statute Identified	Not Identified	Local employee (public)
	State and Local Government Conflict of Interests Act	<i>Va. Code Ann.</i> § 2.2-3103(10)	No Statute Identified	Officer or employee of a state or local governmental or advisory agency	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Testimony before a committee or subcommittee of the General Assembly	<i>Va. Code Ann.</i> § 2.2-2832(A)	No Statute Identified	Officer or employee of a state agency	Person
	Virginia Personnel Act	<i>Va. Code Ann.</i> § 2.2-2902.1	<i>Va. Code Ann.</i> §§ 2.2-3004(A)(v), 2.2-3005.1	Not Identified	State employee
Healthcare	Hospital and Nursing Home Licensure and Inspection	<i>Va. Code Ann.</i> § 32.1-125.4	No Statute Identified	Hospital	Person
	Patient Safety Data	<i>Va. Code Ann.</i> § 8.01-581.17(H)	No Statute Identified	Employer	Employee
Housing and Real Property	Manufactured Home Lot Rental Act	<i>Va. Code Ann.</i> § 55.1-1314(A)	<i>Va. Code Ann.</i> § 55.1-1318	Landlord	Tenant
	Notification of Lead Hazard in Dwelling Unit	<i>Va. Code Ann.</i> § 36-106(E)	<i>Va. Code Ann.</i> § 55.1-1258	Landlord	Tenant
	Virginia Residential Landlord and Tenant Act	<i>Va. Code Ann.</i> § 55.1-1258(A)	<i>Va. Code Ann.</i> § 55.1-1258(B)	Landlord	Tenant
Occupational Health and Safety	Asbestos, Lead, and Home Inspection Contractors and Workers	<i>Va. Code Ann.</i> § 54.1- 515	No Statute Identified	Employer	Employee
	Occupational Health and Safety	<i>Va. Code Ann.</i> § 40.1-51.2:1	<i>Va. Code Ann.</i> § 40.1- 51.2:2	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Facilities, Adult Day Centers or Child Welfare Agencies-Licensure and Registration				
	Retaliation or discrimination against complaints	<i>Va. Code Ann.</i> § 63.2-1730	No Statute Identified	Assisted living facility, adult day care center or child welfare agency	Person
	Retaliation against reports of child or adult abuse or neglect	<i>Va. Code Ann.</i> § 63.2-1731	No Statute Identified	Assisted living facility, adult day care center or child welfare agency	Person
	Child Day Programs or Family Day Systems (reports of child abuse or neglect)	<i>Va. Code Ann.</i> § 22.1-289.045	No Statute Identified	Child day program or family day system	Person

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	Continuing Care Providers	<i>Va. Code Ann.</i> § 38.2-4910(A)	No Statute Identified	Not Identified	Residents
	Nursing Facilities	<i>Va. Code Ann.</i> § 32.1-138.4	No Statute Identified	Nursing facility	Person
	State Long-Term Care Ombudsman Program	<i>Va. Code Ann.</i> § 51.5-183(B)	No Statute Identified	Provider, entity, or person	Person
	Non-compete Covenants for Low-Wage Workers	<i>Va. Code Ann.</i> § 40.1-28.7:8(D)	<i>Va. Code Ann.</i> § 40.1-28.7:8(D)	Employer	Low-wage employee
	Pay Transparency	<i>Va. Code Ann.</i> § 40.1-28.7:9(A)	No Statute Identified	Employer	Employee
	Virginia Wage Payment Act	<i>Va. Code Ann.</i> § 40.1-33.2(A)	<i>Va. Code Ann.</i> § 40.1-33.2(B)	Employer	Employee
Whistleblower Laws	Worker Misclassification	<i>Va. Code Ann.</i> § 40.1-33.1(A)	<i>Va. Code Ann.</i> § 40.1-33.1(C)	Employer	Employee or independent contractor
	Fraud and Abuse Whistle Blower Protection Act				
	Citizen whistleblowers	<i>Va. Code Ann.</i> § 2.2-3010.1(A)	No Statute Identified ^c	Governmental agency	Citizen whistleblower
	Whistleblowers	<i>Va. Code Ann.</i> § 2.2-3011(A)-(B)	<i>Va. Code Ann.</i> § 2.2-3011(D) ^c	Employer (public)	Whistleblower
Workers' Compensation	Virginia Whistleblower Protection Act	<i>Va. Code Ann.</i> § 40.1-27.3(A)	<i>Va. Code Ann.</i> § 40.1-27.3(C)	Employer	Employee
	Workers' Compensation	<i>Va. Code Ann.</i> § 65.2-308(A)	<i>Va. Code Ann.</i> § 65.2-308(B)	Employer	Employee

Source: Compiled by CRS using West's *Annotated Code of Virginia* and the Virginia session laws available on Westlaw and other secondary sources. February 2024. Updated using the *Code of Virginia 1950 Annotated* available on Lexis (current through 2024 Regular Session and 2024 Special Session I) and other secondary sources. November 2024.

Notes:

- Virginia Fraud Against Taxpayers Act qui tam provisions: *Va. Code Ann.* §§ 8.01-216.5 to 8.01-216.7.
- Provisions concerning rewards for citizen whistleblowers disclosing information of wrongdoing where the disclosure results in a recovery of at least \$5,000. *Va. Code Ann.* §§ 2.2-3010.1(C), 2.2-3014.
- Provisions concerning rewards for whistleblowers covered by the state grievance procedure or a local grievance procedure who disclose information of wrongdoing or abuse where the disclosure results in a recovery of at least \$5,000. *Va. Code Ann.* §§ 2.2-3012, 2.2-3014.

Table 48. Washington

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Farm Labor Contractors	<i>Wash. Rev. Code Ann.</i> § 19.30.190	<i>Wash. Rev. Code Ann.</i> § 19.30.170	Farm labor contractor or agricultural employer	Employee
Anti-discrimination Laws	Washington Law Against Discrimination	<i>Wash. Rev. Code Ann.</i> § 49.60.210	<i>Wash. Rev. Code Ann.</i> §§ 49.60.030(2), 49.60.230, 49.60.243, 49.60.250	Employer, employment agency, labor union, person, government agency, government manager, government supervisor	Person or whistleblower
Buildings and Construction	Elevators, Lifting Devices, and Moving Walks	<i>Wash. Rev. Code Ann.</i> § 70.87.310(1)	<i>Wash. Rev. Code Ann.</i> § 70.87.310(1), <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 60	Not Identified	Employee
Crime and Law Enforcement	Office of Corrections Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.06C.070(2)	No Statute Identified	Not Identified	Department employee, subcontractor, or volunteer, an inmate, or a family member or representative of an inmate
Education	Washington Mutual Aid Peace Officers Powers Act	<i>Wash. Rev. Code Ann.</i> § 10.93.190(3)	No Statute Identified	Member of a law enforcement agency	Peace officer
	Office of the Education Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.06B.030(2)	No Statute Identified	School district, Office of the Superintendent of Public Instruction, or the State Board of Education	Student or employee
False Claims	Medicaid Fraud False Claims Act ^a	<i>Wash. Rev. Code Ann.</i> § 74.66.090(1)	<i>Wash. Rev. Code Ann.</i> § 74.66.090(1)-(2)	Not Identified	Employee, contractor, or agent.
Family, Medical, and Personal Leave	Domestic Violence Leave	<i>Wash. Rev. Code Ann.</i> § 49.76.120	<i>Wash. Rev. Code Ann.</i> § 49.76.100	Employer	Employee
	Military Family Leave Act	<i>Wash. Rev. Code Ann.</i> § 49.77.040(2)	<i>Wash. Rev. Code Ann.</i> § 49.77.070	Person	Individual
	Washington Family Care Act	<i>Wash. Rev. Code Ann.</i> § 49.12.287	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Washington Paid Family and Medical Leave Act	<i>Wash. Rev. Code Ann.</i> § 50A.40.010(2)	<i>Wash. Rev. Code Ann.</i> §§ 50A.40.030 to 50A.40.040	Person	Employee
Finance, Banking, Securities, and Insurance	Whistleblower Award and Protection Act	<i>Wash. Rev. Code Ann.</i> § 21.40.090(1)	<i>Wash. Rev. Code Ann.</i> § 21.40.090(3), (6)	Employer	Individual
Government	Cities and Towns (public corporations, commissions, and authorities)	<i>Wash. Rev. Code Ann.</i> § 35.21.759 (eff. Jan. 1, 2026), <i>Wash. Rev. Code Ann.</i> tit. 42, ch. 41	<i>Wash. Rev. Code Ann.</i> § 42.41.040(2)-(9)	Public corporation, commission, or authority, and officers and multimember governing body thereof	Employee (public)
	Ethics in Public Service	<i>Wash. Rev. Code Ann.</i> § 42.52.410(3)(a)	<i>Wash. Rev. Code Ann.</i> § 42.52.410(3), (4)	Agency, manager, or supervisor (public)	State employee (public)
Healthcare	Abuse of Patients				
	Liability of persons making reports	<i>Wash. Rev. Code Ann.</i> § 70.124.060(1)	No Statute Identified	Employer	Employee
	Retaliation against whistleblowers and residents	<i>Wash. Rev. Code Ann.</i> § 70.124.100(1)	<i>Wash. Rev. Code Ann.</i> § 70.124.100(1), <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 60	Not Identified	Person who is a whistleblower
	Enhanced Services Facility	<i>Wash. Rev. Code Ann.</i> § 70.97.100(5)	No Statute Identified	Facility	Resident, employee, or any other person
	Medical Care	<i>Wash. Rev. Code Ann.</i> § 74.09.315(2)	<i>Wash. Rev. Code Ann.</i> § 74.09.315(2), <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 60	Not Identified	Whistleblower (employee)
	Nurse Staffing	<i>Wash. Rev. Code Ann.</i> § 70.41.420(9)(b)	No Statute Identified	Hospital	Employee, patient, individual
	Nursing Assistants	<i>Wash. Rev. Code Ann.</i> § 18.88A.230(2)	No Statute Identified	Community-based care or in-home services agency	Person
	Pharmacy Benefit Managers	<i>Wash. Rev. Code Ann.</i> § 48.200.320 (eff. Jan. 1, 2026)	No Statute Identified	Pharmacy benefit manager	Pharmacist or pharmacy

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Manufactured/Mobile Home Landlord-Tenant Act	<i>Wash. Rev. Code Ann.</i> § 59.20.070(5)	No Statute Identified	Landlord	Tenant
	Residential Landlord-Tenant Act	<i>Wash. Rev. Code Ann.</i> § 59.18.240	<i>Wash. Rev. Code Ann.</i> § 59.18.250	Landlord	Tenant
Labor and Collective Bargaining	Collective Bargaining for Academic Personnel in Community Colleges				
	Unfair labor practices (employer)	<i>Wash. Rev. Code Ann.</i> § 28B.52.073(1)(d)	No Statute Identified	Employer	Employee
	Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 28B.52.073(2)(d)	No Statute Identified	Employee organization	Employee
	Educational Employment Relations Act	<i>Wash. Rev. Code Ann.</i> § 41.59.140(1)(d)	No Statute Identified	Employer	Employee
	Legislative Employee Collective Bargaining				
	Unfair labor practices (employer)	<i>Wash. Rev. Code Ann.</i> § 44.90.080(1)(d)	No Statute Identified	Employer (public)	Employee
	Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 44.90.080(3)(c)	No Statute Identified	Employee organization	Employee
	Public Four-Year Institutions of Higher Education-Faculty Labor Relations				
	Unfair labor practices (employer)	<i>Wash. Rev. Code Ann.</i> § 41.76.050(1)(d)	No Statute Identified	Employer	Employee
	Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 41.76.050(2)(d)	No Statute Identified	Employee organization	Employee
	State Collective Bargaining				
	Unfair labor practices (employer)	<i>Wash. Rev. Code Ann.</i> § 41.80.110(1)(d)	No Statute Identified	Employer (public)	Employee (public)
	Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 41.80.110(2)(c)	No Statute Identified	Employee organization	Employee (public)

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Symphony Musicians (bargaining)	<i>Wash. Rev. Code Ann.</i> § 49.39.130(3)	No Statute Identified	Bargaining representative	Symphony musician
Military and State Defense Forces	Nondiscrimination for Veterans and Service Members	<i>Wash. Rev. Code Ann.</i> § 73.16.032(2)	<i>Wash. Rev. Code Ann.</i> § 73.16.061(2)	Employer	Person
Occupational Health and Safety	Asbestos	<i>Wash. Rev. Code Ann.</i> § 49.26.150, <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 17	<i>Wash. Rev. Code Ann.</i> § 49.26.150, <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 17		Employee
	Washington Industrial Safety and Health Act				
	Discrimination	<i>Wash. Rev. Code Ann.</i> § 49.17.160(1)	<i>Wash. Rev. Code Ann.</i> § 49.17.160(2), (4)-(5)	Person	Employee
	Temporary workers	<i>Wash. Rev. Code Ann.</i> § 49.17.490(8)	No Statute Identified	Staffing agency	Staffing agency employee
Safety, Protection, and Care for Vulnerable Groups	Abuse of Vulnerable Adults	<i>Wash. Rev. Code Ann.</i> § 74.34.180(1)	<i>Wash. Rev. Code Ann.</i> § 74.34.180(1), <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 60	Not Identified	Employee or contractor
	Adult Family Homes	<i>Wash. Rev. Code Ann.</i> § 70.128.200(3)	No Statute Identified	Adult Family Home	Resident
	Assisted Living Facilities	<i>Wash. Rev. Code Ann.</i> § 18.20.185(7)	No Statute Identified	Facility	Resident, employee, or person
	Developmental Disabilities	<i>Wash. Rev. Code Ann.</i> § 71A.26.030(6)(c)	No Statute Identified	Department of Social and Health Services or providers	Client
	Developmental Disabilities Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.382.070(2)	No Statute Identified	Department of Social and Health Services, Department of Commerce, contracting agency	Employee or employee of a contracting agency
	Foster Parents	<i>Wash. Rev. Code Ann.</i> § 74.13.333(1)	No Statute Identified	Department employee (Department of Children, Youth, and Families)	Foster parent

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Long Term Care Ombuds Program	<i>Wash. Rev. Code Ann.</i> § 43.190.090(2)	No Statute Identified	Not Identified	Employee of a facility or agency, patient, resident, client, or volunteer
	Long Term Care Services	<i>Wash. Rev. Code Ann.</i> § 74.39A.060(7)	No Statute Identified	Facility that provides long-term care services	Resident, employee, or any other person on
	Nursing Homes				
	Resident care, operating standards	<i>Wash. Rev. Code Ann.</i> § 74.42.050(2)	No Statute Identified	Facility	Resident
	Retaliation	<i>Wash. Rev. Code Ann.</i> § 18.51.220(1)	No Statute Identified	Licensee	Patient or employee
	Office of Behavioral Health Consumer Advocacy	<i>Wash. Rev. Code Ann.</i> § 71.40.120(2)	No Statute Identified	Behavioral health provider or facility	Employee or volunteer
	Office of the Family and Children's Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.06A.085	No Statute Identified	Department of Children, Youth, and Families or contracting agency	Employee of the department or an employee of a contracting agency
Transportation	Marine Employees Public Employment Relations	<i>Wash. Rev. Code Ann.</i> § 47.64.130(1)(d)	No Statute Identified	Employer	Employee
	Port Development Authority	<i>Wash. Rev. Code Ann.</i> § 53.57.060(6) (eff. Jan. 1, 2026), <i>Wash. Rev. Code Ann.</i> tit. 42, ch. 41	<i>Wash. Rev. Code Ann.</i> § 42.41.040(2)-(9)	Port development authority	Employee
	Transportation Network Companies	<i>Wash. Rev. Code Ann.</i> § 49.46.340(3)	<i>Wash. Rev. Code Ann.</i> § 49.46.340(5), (9), (14)	Transportation network company	Driver
Wages and Labor Standards	Grocery Retailers	<i>Wash. Rev. Code Ann.</i> § 49.85.040(1)	<i>Wash. Rev. Code Ann.</i> § 49.85.045	Employer	Employee
	Industrial Welfare	<i>Wash. Rev. Code Ann.</i> § 49.12.130	No Statute Identified	Employer	Employee
	Nondisclosure and Nondisparagement	<i>Wash. Rev. Code Ann.</i> § 49.44.211(3)	<i>Wash. Rev. Code Ann.</i> § 49.44.211(7)	Employer	Employee
	Symphony Musicians (unfair labor practices)	<i>Wash. Rev. Code Ann.</i> § 49.39.120(3)	No Statute Identified	Employer	Symphony musician

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	Washington Equal Pay and Opportunities Act	<i>Wash. Rev. Code Ann.</i> § 49.58.050	<i>Wash. Rev. Code Ann.</i> § 49.58.070	Employer	Employee
	Washington Minimum Wage Act	<i>Wash. Rev. Code Ann.</i> § 49.46.100(2)	No Statute Identified	Employer	Employee
	Warehouse Distribution Centers				
	Adverse actions	<i>Wash. Rev. Code Ann.</i> § 49.84.040(1)	No Statute Identified	Person, employer, his or her agent, person acting as or on behalf of a hiring entity, the officer or agent of any entity, business, corporation, partnership, or limited liability company	Employee or former employee
	Quotas	<i>Wash. Rev. Code Ann.</i> §§ 49.84.032(4), 49.84.040	No Statute Identified	Not Identified	Person
	Local Government Whistleblower Act				
	Intimidation of whistleblower	<i>Wash. Rev. Code Ann.</i> § 42.41.045(1)	No Statute Identified	Local government official or employee (public)	Local government employee (public)
	Retaliatory action	<i>Wash. Rev. Code Ann.</i> § 42.41.040(1)	<i>Wash. Rev. Code Ann.</i> § 42.41.040(2)-(9)	Local government official or employee (public)	Local government employee (public)
	State Employee Whistleblower Protection				
	Interference prohibited	<i>Wash. Rev. Code Ann.</i> § 42.40.030(1)	No Statute Identified	Employee (public)	Individual
	Whistleblower retaliation	<i>Wash. Rev. Code Ann.</i> §§ 42.40.020(10), 42.40.050(1)	<i>Wash. Rev. Code Ann.</i> § 42.40.050(1)(a), <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 60	Employee (public)	Person who is a whistleblower
	Washington Health Care Act				
	Whistleblower (employee)	<i>Wash. Rev. Code Ann.</i> § 43.70.075(1)(b)	<i>Wash. Rev. Code Ann.</i> § 43.70.075(1)(c),	Not Identified	Whistleblower who is an employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Workers' Compensation	Whistleblower (nonemployee)	Wash. Rev. Code Ann. § 43.70.075(1)(b)	Wash. Rev. Code Ann. tit. 49, ch. 60 Wash. Rev. Code Ann. § 43.70.075(1)(d)	Not Identified	Whistleblower who is not an employee
	Industrial Insurance Law				
	Anti-retaliation	Wash. Rev. Code Ann. § 51.48.025(1)	Wash. Rev. Code Ann. § 51.48.025(2)-(4)	Employer	Employee
	Ombuds for Workers of Industrial Insurance	Wash. Rev. Code Ann. § 51.14.360(2)	Wash. Rev. Code Ann. § 51.48.025	Not Identified	Employee

Source: Compiled by CRS using *West's Revised Code of Washington Annotated* and the Washington session laws available on Westlaw and other secondary sources. February 2024. Updated using the *Revised Code of Washington Annotated* available on Lexis (current with legislation from the 2024 Regular Session) and other secondary sources. December 2024.

Notes:

- a. Washington's Medicaid Fraud False Claims Act qui tam provisions: Wash. Rev. Code Ann. §§ 74.66.050 to 74.66.080.

Table 49. West Virginia

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	West Virginia Human Rights Act	<i>W. Va. Code Ann.</i> § 16B-17-9(7)(C)	<i>W. Va. Code Ann.</i> §§ 16B-17-10 to 16B-17-13	Person, employer, employment agency, labor organization, owner, real estate broker, real estate salesman or financial institution	Person
Crime and Law Enforcement	Federal Immigration Enforcement	<i>W. Va. Code Ann.</i> § 15-16-8(a)	<i>W. Va. Code Ann.</i> §§ 6C-1-4 to 6C-1-5, 15-16-8(b)	State entity, local entity, or law enforcement agency (public)	Official, representative, agent, or employee
	West Virginia Fusion Center	<i>W. Va. Code Ann.</i> § 15A-12-5(e), (f)	No Statute Identified	Not Identified	Person
Environment and Natural Resources	Surface Coal Mining and Reclamation Act	<i>W. Va. Code Ann.</i> § 22-3-31(b)	<i>W. Va. Code Ann.</i> § 22-3-31(c)-(e)	Person	Employee or authorized representative of employees
Government	Equal Pay for Equal Work for State Employees	<i>W. Va. Code Ann.</i> § 21-5E-3(d)	<i>W. Va. Code Ann.</i> § 21-5E-4	Employer (public)	Employee (public)
	West Virginia Public Employees Grievance Procedure	<i>W. Va. Code Ann.</i> § 6C-2-3(h)	<i>W. Va. Code Ann.</i> § 6C-2-3	Employer (public)	Grievant or other participant
Healthcare	Patient Safety Act of 2001	<i>W. Va. Code Ann.</i> § 16-39-4(a)	<i>W. Va. Code Ann.</i> § 16-39-6	Person	Health care worker
Housing and Real Property	House Trailers, Mobile Homes, Manufactured Homes and Modular Homes	<i>W. Va. Code Ann.</i> § 37-15-7(a)	No Statute Identified	Landlord	Tenant
Labor and Collective Bargaining	Labor-Management Relations Act for the Private Sector	<i>W. Va. Code Ann.</i> § 21-1A-4(a)(4)	<i>W. Va. Code Ann.</i> § 21-1A-6	Employer	Employee
Occupational Health and Safety	Asbestos Abatement	<i>W. Va. Code Ann.</i> § 16-32-14(a)	No Statute Identified	Employer	Employee
	Miners' Health, Safety and Training	<i>W. Va. Code Ann.</i> § 22A-1-22(a)	<i>W. Va. Code Ann.</i> § 22A-1-22(b)	Person	Any miner or authorized representative of miners
	Occupational Safety and Health Act	<i>W. Va. Code Ann.</i> § 21-3A-13(a)	<i>W. Va. Code Ann.</i> § 21-3A-13(b)	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Residences	<i>W. Va. Code Ann.</i> § 16B-5-8(c)	<i>W. Va. Code Ann.</i> § 16B-5-15(d)	Assisted living residence	Resident or employee
	Foster Care Ombudsman Program	<i>W. Va. Code Ann.</i> § 16B-16-9(b)	No Statute Identified	Individual	Foster child, foster parent, or kinship parent
	Nursing Homes	<i>W. Va. Code Ann.</i> § 16B-4-8(c)	<i>W. Va. Code Ann.</i> § 16B-4-15(c)	Nursing home	Resident, legal representative, or employee
	Residential Care Communities	<i>W. Va. Code Ann.</i> § 16B-9-8	<i>W. Va. Code Ann.</i> § 16B-9-15(c)	Residential care community	Employee or resident
	Social Services for Adults	<i>W. Va. Code Ann.</i> § 9-6-12(b)	No Statute Identified	Nursing home	Resident, family member, legal representative or employee
	Special Protections for Disabled Children Act of 2022 (Trenton, Andrew, Adri, Owen and Emma's Law)	<i>W. Va. Code Ann.</i> § 61-8F-5(c)	No Statute Identified	Person	Person in a position of trust in relation to a disabled child
	West Virginia Long-Term Care Ombudsman Program Act	<i>W. Va. Code Ann.</i> § 16-5L-18(b)	No Statute Identified	Individual	Officer or employee of a long-term care facility or government department or agency, resident of a long-term care facility or against any guardian, attorney in fact or against any family member of any resident of a long-term care facility
Transportation	Public Service Commission				
	Locomotive power units	<i>W. Va. Code Ann.</i> § 24-3-1b(c)	<i>W. Va. Code Ann.</i> § 24-4-7	Not Identified	Person
	Telemetry systems	<i>W. Va. Code Ann.</i> § 24-3-1a	<i>W. Va. Code Ann.</i> § 24-4-7	Not Identified	Person
Wages and Labor Standards	Equal Pay for Equal Work	<i>W. Va. Code Ann.</i> § 21-5B-3(3)	<i>W. Va. Code Ann.</i> § 21-5B-4	Employer	Employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Pregnant Workers' Fairness Act	W. Va. Code Ann. § 16B-19-3(b)	W. Va. Code Ann. § 16B-19-3	Person	Individual
	Minimum Wage and Maximum Hours Standards	W. Va. Code Ann. § 21-5C-7(a)	W. Va. Code Ann. § 21-5C-8	Employer	Employee
Whistleblower Laws	West Virginia Whistle-blower Law	W. Va. Code Ann. § 6C-1-3	W. Va. Code Ann. §§ 6C-1-4 to 6C-1-5	Employer (public)	Employee (public)

Source: Compiled by CRS using *West's Annotated Code of West Virginia* and West Virginia session laws available on Westlaw and other secondary sources. February 2024. Updated using *Michie's West Virginia Code Annotated* available on Lexis (current through the 2024 regular session and the first extraordinary session) and other secondary sources. November 2024.

Table 50. Wisconsin

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Wisconsin Migrant Labor Act	<i>Wis. Stat. Ann.</i> § 103.96(1)	<i>Wis. Stat. Ann.</i> § 103.96(2)	Employer or migrant labor contractor	Migrant worker
Anti-discrimination Laws	Wisconsin Fair Employment Law				
	Discriminatory actions prohibited	<i>Wis. Stat. Ann.</i> § 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	Discrimination on the basis of pregnancy, childbirth, maternity leave or related medical conditions	<i>Wis. Stat. Ann.</i> §§ 111.36(1)(c), 111.322	<i>Wis. Stat. Ann.</i> § 111.39	Employer, labor organization, employment agency, licensing agency, or other person	Woman
	Discrimination on the basis of sexual orientation	<i>Wis. Stat. Ann.</i> §§ 111.36(1)(d)(1)-(d)(2)	<i>Wis. Stat. Ann.</i> § 111.39	Employer, labor organization, employment agency, licensing agency, or other person	Person
	Honesty testing devices	<i>Wis. Stat. Ann.</i> §§ 111.37(2)(d), 111.322(3)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Employee or prospective employee
Crime and Law Enforcement	Law Enforcement Use of Force	<i>Wis. Stat. Ann.</i> § 175.44(5)	No Statute Identified	Not Identified	Law enforcement officer
Commerce and Trade	Motor Vehicle Dealers	<i>Wis. Stat. Ann.</i> § 218.0116(1)(z)(2)(b)	<i>Wis. Stat. Ann.</i> § 218.0163	Manufacturer, importer, or distributor	Dealer
Education	Internet Privacy Protection (educational institution access to personal internet accounts)	<i>Wis. Stat. Ann.</i> § 995.55(3)(a)(2)	<i>Wis. Stat. Ann.</i> §§ 995.55(6)(b), 111.322(2m)	Educational institution	Student or prospective student
Environment and Natural Resources	Solid Waste Facilities	<i>Wis. Stat. Ann.</i> § 289.42(2)(a)	<i>Wis. Stat. Ann.</i> § 289.42(2)(c), (2)(d)	No person engaged in the construction, operation or maintenance of a solid waste disposal facility or hazardous waste disposal facility	Employee
Family, Medical, and Personal Leave	Bone Marrow and Organ Donation Leave	<i>Wis. Stat. Ann.</i> §§ 103.11(11)(b), 111.322(2m)	<i>Wis. Stat. Ann.</i> §§ 103.11(12)-(13)	Person	Individual

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Government	Emergency Responder Leave	<i>Wis. Stat. Ann.</i> § 103.88(4)	<i>Wis. Stat. Ann.</i> § 103.88(5)	Employer	Employee who is a volunteer fire fighter, emergency medical services practitioner, emergency medical responder, or ambulance driver for a volunteer fire department or fire company, a public agency, or a nonprofit corporation
	Wisconsin Family and Medical Leave Act	<i>Wis. Stat. Ann.</i> §§ 103.10(11), 111.322(2m)	<i>Wis. Stat. Ann.</i> § 103.10(12), (13)(b)	Person	Individual
	Public Assistance and Children and Family Services				
	Fraud investigation and error reduction	<i>Wis. Stat. Ann.</i> § 49.845(4)(c)	<i>Wis. Stat. Ann.</i> §§ 49.845(d), 111.322(2m)	Department of Health services or an employee of that department	Person
	Fraud investigation and reduction and error reduction	<i>Wis. Stat. Ann.</i> § 49.197(6)(c)	<i>Wis. Stat. Ann.</i> §§ 49.197(6)(d), 111.322(2m)	Department, a county, a tribal governing body; or an employee of the department, a county, or a tribal governing body	Person
Healthcare	Employee Freedom of Speech Protection	<i>Wis. Stat. Ann.</i> § 230.90(2)	<i>Wis. Stat. Ann.</i> § 230.90(2)-(4)	Employer (public) or employer's agent, including the State of Wisconsin	Employee (public)
	Health Care Worker Protection	<i>Wis. Stat. Ann.</i> § 146.997(3)	<i>Wis. Stat. Ann.</i> §§ 146.997(4), 111.322(2m)	Health care facility or health care provider, or employee of a health care facility or health care provider	Person
	Rural Medical Centers	<i>Wis. Stat. Ann.</i> § 50.54(2)(b)	No Statute Identified	Person	Patient or rural medical center employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Internet Privacy Protection (landlord access to personal internet accounts)	<i>Wis. Stat. Ann.</i> § 995.55(4)(a)(2)	<i>Wis. Stat. Ann.</i> §§ 995.55(6)(c), 106.50	Landlord	Tenant or prospective tenant
	Landlord and Tenant	<i>Wis. Stat. Ann.</i> § 704.45(1)	No Statute Identified	Landlord	Tenant
Labor and Collective Bargaining	Employment Peace Act	<i>Wis. Stat. Ann.</i> § 111.06(1)(h)	<i>Wis. Stat. Ann.</i> § 111.07	Employer	Employee
Military and State Defense Forces	Rights of Service Members				
	Reemployment rights after national guard, state defense force, or public health emergency service	<i>Wis. Stat. Ann.</i> § 321.65(7)(c)	<i>Wis. Stat. Ann.</i> § 321.65(7)(a), (d)	Employer	Person
	Leave for Civil Air Patrol service	<i>Wis. Stat. Ann.</i> § 321.66(4)(b)	<i>Wis. Stat. Ann.</i> § 321.66(5)	Employer or person	Employee
	Wisconsin Code of Military Justice	<i>Wis. Stat. Ann.</i> § 322.1325 (art. 132a)	No Statute Identified	Person	Person
Occupational Health and Safety	Employees' Right to Know Law	<i>Wis. Stat. Ann.</i> § 101.595(2), 111.322(2m)	<i>Wis. Stat. Ann.</i> § 101.599	Employer or agricultural employer	Employee
	Public Employee Health and Safety Law	<i>Wis. Stat. Ann.</i> § 101.055(8)(ar)	<i>Wis. Stat. Ann.</i> § 101.055(8)(b), (c)	Public employer	Public employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reports	<i>Wis. Stat. Ann.</i> § 48.981(2)(e)	No Statute Identified	Not Identified	Person
	Board on Aging and Long-Term Care	<i>Wis. Stat. Ann.</i> § 16.009(5)(a)	<i>Wis. Stat. Ann.</i> § 16.009(5)(d), (e)	Person	Person
	Care and Service Residential Facilities				
	Prohibited acts	<i>Wis. Stat. Ann.</i> §§ 50.07(1)(e)-(em), 50.09(1)(b)	<i>Wis. Stat. Ann.</i> § 50.07(3)	Person	Resident or employee

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Unemployment Benefits and Insurance	Community based residential facilities	<i>Wis. Stat. Ann.</i> § 50.03(2)(f)(2)	<i>Wis. Stat. Ann.</i> § 50.03(2)(f)(2)	Not Identified	Individual
	Elder Abuse Reporting System	<i>Wis. Stat. Ann.</i> § 46.90(4)(b)	<i>Wis. Stat. Ann.</i> § 46.90(9)	Person	Person or individual
	Protective Services System	<i>Wis. Stat. Ann.</i> § 55.043(1m)(c)(1)	<i>Wis. Stat. Ann.</i> § 55.043(1m)(c)(2), (9m)	Person	Person
	State Alcohol, Drug Abuse, Developmental Disabilities and Mental Health Act	<i>Wis. Stat. Ann.</i> § 51.61(5)(d)	<i>Wis. Stat. Ann.</i> § 51.61(7)	Person	Patient or employee
	Unemployment Insurance	<i>Wis. Stat. Ann.</i> § 108.24(3)(a)(4)	No Statute Identified	Whoever	Individual
	Employee Records	<i>Wis. Stat. Ann.</i> §§ 103.13(7m), 111.322(2m)	<i>Wis. Stat. Ann.</i> §§ 111.322(2m), 111.39	Not Identified	Individual
	Hours of Labor	<i>Wis. Stat. Ann.</i> §§ 103.02, 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	Internet Privacy Protection (employer access to personal internet accounts)	<i>Wis. Stat. Ann.</i> § 995.55(2)(a)(2)	<i>Wis. Stat. Ann.</i> §§ 995.55(6)(b), 111.322(2m)	Employer	Employee
	Minimum Wage Law	<i>Wis. Stat. Ann.</i> §§ 104.10, 104.12, 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	Traveling Sales Crews	<i>Wis. Stat. Ann.</i> §§ 103.34(9)(k), 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer or employee, agent, or representative of employer	Person
Wages and Labor Standards	Wage Deductions for Faulty Workmanship	<i>Wis. Stat. Ann.</i> §§ 103.455, 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	Wage Payments				
	Cessation of health care benefits affecting employees, retirees and dependents	<i>Wis. Stat. Ann.</i> §§ 109.075(8), 111.322 (2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Mergers, liquidations, dispositions, relocations or cessation of operations affecting employees	<i>Wis. Stat. Ann.</i> §§ 109.07(8), 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	When wages payable	<i>Wis. Stat. Ann.</i> §§ 109.03(7), 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
Whistleblower Laws	Whistleblower Protection for Municipal Clerks (elections)	<i>Wis. Stat. Ann.</i> § 66.0512 (eff. July 1, 2025)	No Statute Identified	Not Identified	Municipal clerk, county clerk, election official
	Wisconsin Whistleblower Law	<i>Wis. Stat. Ann.</i> §§ 230.80(8), 230.83(1)	<i>Wis. Stat. Ann.</i> §§ 230.85, 230.87	Appointing authority, agent of an appointing authority or supervisor (public)	Employee (public)

Source: Compiled by CRS using West’s *Wisconsin Annotated Statutes* and Wisconsin session laws available on Westlaw and other secondary sources. February 2024. Updated using *Wisconsin Annotated Statutes* available on Lexis (current through all acts of the 2023-2024 Legislative Session) and other secondary sources. November 2024.

Table 51. Wyoming

Subject	Statute	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Commerce and Trade	Relations Between Malt Beverage Distributors and Manufacturers	<i>Wyo. Stat. Ann.</i> § 12-9-104(a)(xiii)	<i>Wyo. Stat. Ann.</i> § 12-9-116	Manufacturer or manufacturer's officer, agent or other representative thereof	Distributor
False Claims	Wyoming Medicaid False Claims Act	<i>Wyo. Stat. Ann.</i> § 42-4-304(b)	<i>Wyo. Stat. Ann.</i> § 42-4-304(b)-(e)	Person being investigated	Employee, contractor or agent of a person being investigated
Healthcare	Health Care Facility Licensing Act	<i>Wyo. Stat. Ann.</i> § 35-2-910(b)	No Statute Identified	Health care facilities subject to or licensed pursuant to this act	Resident, patient or employee
Military and State Defense Forces	Military Service Relief Act	<i>Wyo. Stat. Ann.</i> § 19-11-104(c)	<i>Wyo. Stat. Ann.</i> §§ 19-11-105, 19-11-123	Employer	Person
Occupational Health and Safety	Wyoming Occupational Health and Safety Act	<i>Wyo. Stat. Ann.</i> § 27-11-109(e)	No Statute Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Protective Services	<i>Wyo. Stat. Ann.</i> § 14-3-205(c)	No Statute Identified	Employer (public or private)	Employee
	Long Term Care Ombudsman Act	<i>Wyo. Stat. Ann.</i> § 9-2-1308	No Statute Identified	Person	Resident, relative or guardian of a resident, employee of a long-term care service provider or any other person
Wages and Labor Standards	Collection of Unpaid Wages	<i>Wyo. Stat. Ann.</i> § 27-4-502(b)	<i>Wyo. Stat. Ann.</i> § 27-4-502(b)	Employer	Employee
	Equal Pay Law	<i>Wyo. Stat. Ann.</i> § 27-4-304	No Statute Identified	Employer	Employee
Whistleblower Laws	State Government Fraud Reduction Act	<i>Wyo. Stat. Ann.</i> § 9-11-103(a)	<i>Wyo. Stat. Ann.</i> § 9-11-103(c)	State employer	Employee (public)

Source: Compiled by CRS using *West's Wyoming Statutes Annotated* and Wyoming session laws available Westlaw and other secondary sources. January 2024. Updated using *Wyoming Statutes Annotated* available on Lexis (current through 2024 Budget Session) and other secondary sources. November 2024.