



MEMORANDUM

January 28, 2026

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 Titles, and Other State Laws, 2026 Update**

This memorandum responds to your request for an update to a CRS memo, “Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws” dated January 29, 2025.

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 also 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.

¹ *Whistleblower*, BLACK’S LAW DICTIONARY (12th ed. 2024).

² *Whistleblower Act*, BLACK’S LAW DICTIONARY (12th ed. 2024). The full definition in *Black’s Law Dictionary* for a whistleblower act provides “A federal or state law protecting employees from retaliation for properly disclosing employer wrongdoing such as violating a law or regulation, mismanaging public funds, abusing authority, or endangering public health or safety.” *Id.*

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).

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

Each table is arranged as follows:

Subject. This column provides a brief subject for the laws 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 Dec. 2025) and *Qui Tam Action*, BLACK'S LAW DICTIONARY (12th ed. 2024).

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, Veterans, and State Defense Forces” - includes laws concerning state military codes of justice, protections

(continued...)

Title. This column provides a title for the statute or constitutional provision.⁷ We use the official popular name if provided. Otherwise, we use a title as provided by cases or secondary sources, or as provided by section headings, title or chapter designations, or captions from the text of the statute or constitution. Within each subject, titles are arranged in alphabetical order.

Anti-Retaliation Provisions. This column cites state constitutional or statutory provisions⁸ that prohibit retaliation. If not found, “Not Identified” is noted.

Private Remedy Provisions. This column cites state constitutional or statutory provisions⁹ that provide a private remedy¹⁰ for violations of statutory anti-retaliation provisions. If not found, “Not 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.

for members of the military or state defense forces, and administration of veterans programs.

- “Narcotics and Controlled Substances” - includes laws concerning cannabis, psilocybin, and opioid abuse and diversion.
- “Occupational and Professional Licensing” – includes laws concerning licensing and credentials for profession or vocations.
- “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.
- “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 A constitutional or statutory provision refers to organizational units of state constitutions or statutory codes such as articles, titles, subtitles, chapters, subchapters, divisions, sections, subsections, etc.

⁸ *Id.*

⁹ *Id.*

¹⁰ Private remedies include statutory or constitutional provisions that allow individuals or entities to bring a claim before a court or administrative tribunal and seek relief such as damages, reinstatement, back pay, injunction, etc.

Methodology

We updated our previous memo on this topic by reviewing the provisions cited in that memo and removing repealed provisions, and correcting information for recent amendments.¹¹ We searched for recently enacted provisions or provisions not included in our previous memo by conducting searches of state statutory codes and constitutions using Westlaw.¹² We also added and updated the subjects used to classify provisions.¹³

Examples of our search terms include: *adverse action, adverse employment action, complaint, discharge, discipline, discrimination, false claims, fire, interfere, obstruction, participate, proceeding, qui tam, reprisal, report, retaliate, testify, testimony, threaten, and whistleblower.*¹⁴ When searching Westlaw, we restricted our results to constitutional or statutory provisions that were enacted, amended, or set to take effect in 2025 or 2026. We also 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.

¹¹ We reviewed our previous update to this memo, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (January 29, 2025) by Jason Hawkins.

¹² Westlaw is a commercial online legal research service that provides access to state and federal cases, statutes, regulations, administrative decisions, legal secondary sources, and news.

¹³ *Supra* note 6.

¹⁴ Examples of our search queries include:

- CAPTION, CITATION, PRELIMINARY("false claims" OR "qui tam" OR repris! OR retaliat! OR whist!) & CREDIT(2025 OR 2026).
- TEXT(discrim! OR retaliat! OR whist!) & CREDIT(2025 OR 2026).
- 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)) & CREDITS(2025 OR 2026).
- TEXT((file OR filed OR files OR filing 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)) & CREDIT(2025 OR 2026).
- TEXT((disclos! OR file OR filed OR files OR filing 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))) & CREDIT(2025 OR 2026).
- 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)) & CREDIT(2025 OR 2026)
- 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!)) & CREDIT(2025 OR 2026).
- TEXT(("may not" OR "must not" OR "shall not" OR prohibit!) 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!)) & CREDIT(2025 OR 2026).
- 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)) & CREDIT(2025 OR 2026).
- 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)) & CREDIT(2025 OR 2026).

Limitations

While the provisions listed in the tables below provide extensive examples of whistleblower and anti-retaliation laws found at the state level, these are not exhaustive lists. Our results may not include recently enacted provisions that have not yet been codified, and we may not have identified some provisions due to differences in the terminology used. As a result, different search methods may yield additional statutes or constitutional provisions.

Furthermore, we excluded from this survey the following anti-retaliation provisions found in state statutes or constitutions:

- Provisions 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.
- Provisions 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.
- Provisions prohibiting retaliation for reporting bullying, cyber-bullying, or hazing in schools.
- Provisions 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.
- Provisions 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.
- Provisions concerning retaliation against jurors or court officials for participating in judicial proceedings.
- Provisions concerning witness tampering or witness intimidation generally.¹⁵
- Provisions protecting the rights of crime victims to testify or participate in judicial proceedings.

Additionally, for each provision cited, 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 may, for example, affect the validity of state statutes or constitutional provisions, or interpret the meaning and scope of terms.

¹⁵ 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	Title	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)	Not Identified	Supplier	Wholesaler
Education	Assistant Administrator Accountability Act	<i>Ala. Code</i> § 16-24B-57	Not 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	Not 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	Not 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)	Not Identified	Public or private employer	Employee
	Child Labor	<i>Ala. Code</i> § 25-8-57	Not 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	Not 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 Westlaw (current through the end of the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 2. Alaska

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Alaska Human Rights Law	<i>Alaska Stat. Ann.</i> § 18.80.220(a)(4)	<i>Alaska Stat. Ann.</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. Ann.</i> § 09.58.070(a)	<i>Alaska Stat. Ann.</i> §§ 09.58.070, 39.90.120	Not Identified	Employee of a medical assistance provider, state employee (public)
Family, Medical, and Personal Leave	Alaska Wage and Hour Act	<i>Alaska Stat. Ann.</i> §§ 23.10.067, 23.10.068, 23.10.135(6)	Not Identified	Employer	Employee
Government	Equal Opportunity Employment Program	<i>Alaska Stat. Ann.</i> § 39.28.070(a)	Not Identified	Agency, officer, or state employee	Person
	Legislature and Lobbying, Standards of Conduct	<i>Alaska Stat. Ann.</i> § 24.60.035	<i>Alaska Stat. Ann.</i> § 24.60.035	Legislator or legislative employee	Person
	State Personnel Act	<i>Alaska Stat. Ann.</i> § 39.25.160(l)	Not Identified	State Employee	Person
Healthcare	Centralized Licensing and Related Administrative Procedures	<i>Alaska Stat. Ann.</i> § 47.32.090(c)	<i>Alaska Stat. Ann.</i> § 47.32.090(c)	Licensed entity	Person
	Overtime Limitation for Nurses	<i>Alaska Stat. Ann.</i> § 18.20.440	Not Identified	Health care facility	Nurse
Housing and Real Property	Uniform Residential Landlord and Tenant Act	<i>Alaska Stat. Ann.</i> § 34.03.310(a)(4)	<i>Alaska Stat. Ann.</i> §§ 34.03.210, 34.03.310(b)	Landlord	Tenant
Labor and Collective Bargaining	Public Employment Relations Act	<i>Alaska Stat. Ann.</i> § 23.40.110	<i>Alaska Stat. Ann.</i> § 23.40.130	Public employer or agent	Employee (public)
Military, Veterans, and State Defense Forces	Alaska Code of Military Justice	<i>Alaska Stat. Ann.</i> § 26.05.798	Not Identified	Member of the militia	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Prevention of Accident and Health Hazards	<i>Alaska Stat. Ann.</i> § 18.60.089(a)	<i>Alaska Stat. Ann.</i> § 18.60.089(b)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Homes	<i>Alaska Stat. Ann.</i> § 47.33.350(a)	Not Identified	Assisted living home	Resident or resident's representative
	Office of the Long Term Care Ombudsman	<i>Alaska Stat. Ann.</i> § 44.25.360(b)	<i>Alaska Stat. Ann.</i> § 44.25.360(b)	Employer, supervisor, or public or private agency or entity that provides benefits, services, or housing to the person	Person
	Protection of Vulnerable Adults	<i>Alaska Stat. Ann.</i> § 47.24.120(b)	Not Identified	Employer or supervisor of a person	Person
Transportation	Alaska Railroad Corporation Act	<i>Alaska Stat. Ann.</i> § 42.40.760(a)(4)	Not Identified	Corporation or its agent	Employee
Wages and Labor Standards	Alaska Wage and Hour Act	<i>Alaska Stat. Ann.</i> § 23.10.135(6)	Not Identified	Employer	Employee
Whistleblower Laws	Alaska Whistleblower Act	<i>Alaska Stat. Ann.</i> § 39.90.100	<i>Alaska Stat. Ann.</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 *West's Alaska Statutes Annotated* available on Westlaw (current with amendments received through ch. 25 of the 2025 1st Reg. Sess. and ch. 1 of the 1st Spec. Sess. of the 34th Leg.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 3. Arizona

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Employment Relations	<i>Ariz. Rev. Stat. Ann.</i> § 23-1385(A)	Not Identified	Agricultural employer	Agricultural employee, person
	Pesticide Control	<i>Ariz. Rev. Stat. Ann.</i> § 3-376(A)	<i>Ariz. Rev. Stat. Ann.</i> § 3-376(B), (C)	Person	Person
Anti-discrimination Laws	Arizona Civil Rights Act				
	Employment	<i>Ariz. Rev. Stat. Ann.</i> §§ 41-1461(7)(ii), 41-1464(A)	<i>Ariz. Rev. Stat. Ann.</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. Ann.</i> § 41-1492.10(A)	Not Identified	Person	Person
Crime and Law Enforcement	Adult and Juvenile Probation Officers (disciplinary action)	<i>Ariz. Rev. Stat. Ann.</i> § 38-1136(A)	Not Identified	Employer	Witness
	Law Enforcement Officers (disciplinary action)	<i>Ariz. Rev. Stat. Ann.</i> § 38-1106(A)	Not Identified	Employer	Witness
	Sentencing Enhancement for Transnational Repression	<i>Ariz. Rev. Stat. Ann.</i> § 13-721(A)(4), (5)	Not Identified	Person convicted of stalking, threatening or intimidating, harassment, assault or aggravated assault	Person
Education	Interscholastic and Intramural Athletics	<i>Ariz. Rev. Stat. Ann.</i> § 15-120.02(F)	<i>Ariz. Rev. Stat. Ann.</i> § 15-120.02(F)	School or athletic association or organization	Student
	School Employees	<i>Ariz. Rev. Stat. Ann.</i> § 15-514(D)	Not Identified	Governing board, school, or school district employee	Employee
	State Board of Education	<i>Ariz. Rev. Stat. Ann.</i> § 15-213(G)	<i>Ariz. Rev. Stat. Ann.</i> §§ 15-213(G), 38-532(D), (H), (K)	School district school employee who has control over personnel actions	School district school employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Environment and Natural Resources	Water Quality Control				
	Discrimination prohibited	<i>Ariz. Rev. Stat. Ann.</i> § 49-207(A)	<i>Ariz. Rev. Stat. Ann.</i> § 49-207(B), (C)	Person	Person
	Information gathering and access	<i>Ariz. Rev. Stat. Ann.</i> § 49-288(H)	<i>Ariz. Rev. Stat. Ann.</i> § 49-288(H)	Person	Employee
Family, Medical, and Personal Leave	Earned Paid Sick Time	<i>Ariz. Rev. Stat. Ann.</i> § 23-374	Not Identified	Employer	Employees or former employees
Healthcare	Health Care Institutions	<i>Ariz. Rev. Stat. Ann.</i> § 36-420.03(H)	Not Identified	Health care employer	Health care worker
	Independent Oversight Committees	<i>Ariz. Rev. Stat. Ann.</i> § 41-3803(J)	Not Identified	Arizona state hospital's administration and employees	Patient or patient's family
	Patient Safety Reporting and Nonretaliatory Policies	<i>Ariz. Rev. Stat. Ann.</i> § 36-450.02(A), (C)	Not 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. Ann.</i> § 33-1491(A)	<i>Ariz. Rev. Stat. Ann.</i> §§ 33-1475, 33-1491(B)	Landlord	Tenant
	Arizona Residential Landlord and Tenant Act	<i>Ariz. Rev. Stat. Ann.</i> § 33-1381(A)	<i>Ariz. Rev. Stat.</i> §§ 33-1367, 33-1381(B)	Landlord	Tenant
	Recreational Vehicle Long-Term Rental Space Act	<i>Ariz. Rev. Stat. Ann.</i> § 33-2148(A)	<i>Ariz. Rev. Stat. Ann.</i> § 33-2148(B)	Landlord	Tenant
Occupational Health and Safety	Employment Practices and Working Conditions	<i>Ariz. Rev. Stat. Ann.</i> § 23-425	<i>Ariz. Rev. Stat. Ann.</i> § 23-425(B)	Person	Employee
	Smoke-free Arizona Act	<i>Ariz. Rev. Stat. Ann.</i> § 36-601.01(F)	Not Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services	<i>Ariz. Rev. Stat. Ann.</i> § 46-454(L)	Not Identified	Not Identified	Person, vulnerable adult who is the subject of a report

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Preserving the Lives of Newborn and Other Children	<i>Ariz. Rev. Stat. Ann.</i> § 36-2282(B)	Not Identified	Health care institution	Employee
Wages and Labor Standards	Minimum Wage and Employee Benefits	<i>Ariz. Rev. Stat. Ann.</i> § 23-364(A)	<i>Ariz. Rev. Stat. Ann.</i> § 23-364(E), (G), (H)	Employer	Employee
Whistleblower Laws	Disclosure of Information by Public Employees	<i>Ariz. Rev. Stat. Ann.</i> § 38-532	<i>Ariz. Rev. Stat. Ann.</i> § 38-532(D), (H), (K)	Employee who has control over personnel actions	Employee (public)
	Employment Protection Act	<i>Ariz. Rev. Stat. Ann.</i> § 23-1501(A)(3)(c)(ii)	<i>Ariz. Rev. Stat. Ann.</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 Annotated* available on Westlaw (current through legislation of the 1st Reg. Sess. of the 57th Leg. (2025)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 4. Arkansas

Subject	Title	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)	Not 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
	Research and Education Protection Act of 2025	<i>Ark. Code Ann.</i> § 6-60-1808	<i>Ark. Code Ann.</i> §§ 21-1-604, 21-1-605, 21-1-606, 21-1-610	Not Identified	Whistleblower
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	Not Identified	Not Identified	Not Identified	Not Identified
	Medicaid Fraud False Claims Act ^b	Not Identified	Not Identified	Not Identified	Not Identified
Healthcare	End Organ and Genomic Harvesting Act	<i>Ark. Code Ann.</i> § 20-9-107(g)	<i>Ark. Code Ann.</i> §§ 21-1-604, 21-1-605, 21-1-606, 21-1-610	Not Identified	Person who is an employee of the entity accused of a violation
	Medical Ethics and Diversity Act	<i>Ark. Code Ann.</i> § 17-80-507(a)	<i>Ark. Code Ann.</i> § 17-80-505	Not Identified	Healthcare provider
		<i>Ark. Code Ann.</i> § 17-80-507(b)	<i>Ark. Code Ann.</i> § 17-80-505	Not Identified	Medical researcher, physician, directly participating healthcare provider
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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Military, Veterans, and State Defense Forces	Military Justice	<i>Ark. Code Ann.</i> § 12-64-849	Not 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)	Not 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)	Not Identified	Individual or campus	Person
Safety, Protection, and Care for Vulnerable Groups	Child Maltreatment Act	<i>Ark. Code Ann.</i> § 12-18-204(a)(1)(C)	Not 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	Not 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)	Not 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)	Not Identified	Employer	Employee
	Wage Discrimination	<i>Ark. Code Ann.</i> § 11-4-608	Not 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 *West's Arkansas Code Annotated* and Arkansas session laws available on Westlaw and other secondary sources. December 2023. Updated using *West's Arkansas Code Annotated* available on Westlaw (current through acts passed during the 2025 Reg. Sess. of the 95th Ark. Gen. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	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
	Licensing boards	<i>Cal. Gov't Code</i> § 12944(d)	<i>Cal. Gov't Code</i> §§ 12960, 129665	Licensing board	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
	Reporting retail crime	<i>Cal. Penal Code</i> § 372.7 ^a	Not Identified	Local law enforcement or a local jurisdiction	A business
	Youth Bill of Rights	<i>Cal. Welf. & Inst. Code</i> § 224.71(k)	Not Identified	Not Identified	Youth confined in a juvenile facility
Education	Pupil Rights and Responsibilities	<i>Cal. Educ. Code</i> § 48900(o)	Not Identified	Not Identified	Pupil
	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)	Not Identified	Institution of higher education	Student athlete
	Teacher Credentialing (misassignments)	<i>Cal. Educ. Code</i> § 44258.9(g)(3)	Not Identified	Local educational agency	Employee
False Claims	False Claims Act ^b	<i>Cal. Gov't Code</i> § 12653(a)	<i>Cal. Gov't Code</i> §§ 12653(b), 12655	Not Identified	Employee, contractor, or agent

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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
Finance, Banking, Securities, and Insurance	Insurance Frauds Prevention Act (runners, cappers, steerers, or other persons to procure clients) ^c	<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(h)	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)	Not 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)	Not Identified	Trial court	Court reporter
Remote technology (repeal eff. Jan. 1, 2027)	<i>Cal. Code Civ. Proc.</i> § 367.76(p)	Not 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 ^d	Not Identified	Not Identified	Not Identified	Not Identified
	Pharmacy Benefit Mangers	<i>Cal. Health & Safety Code</i> §§ 1371.39, 1385.0029(j)	Not Identified	Pharmacy benefit manager	Pharmacist or pharmacy
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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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
	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) (operative July 1, 2026)	<i>Cal. Gov't Code</i> § 3599.55(c) (operative July 1, 2026)	Employer (legislative)	Employee (legislative)
	Unlawful employer activities	<i>Cal. Gov't Code</i> §§ 3599.55(a), 3599.69(a) (operative July 1, 2026)	<i>Cal. Gov't Code</i> § 3599.55(c) (operative 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)	

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Military, Veterans, and State Defense Forces	Department of Veterans Affairs	<i>Cal. Mil. & Vet. Code</i> § 73.7(a)	<i>Cal. Mil. & Vet. Code</i> § 73.7(b)	State officer or employee	Employee (public)
	Medical Foster Homes for Veterans	<i>Cal. Health & Safety Code</i> § 1568.271(c)	Not Identified	Licensee or employee of the licensee	Employee or person
Occupational Health and Safety	Safety in Employment	<i>Cal. Lab. Code</i> § 6310	<i>Cal. Lab. Code</i> §§ 6310(b), 6312	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	California Child Day Care Act	<i>Cal. Health & Safety Code</i> § 1596.881	<i>Cal. Health & Safety Code</i> § 1596.882	Employer	Employee
	California Residential Care Facilities for the Elderly Act	<i>Cal. Health & Safety Code</i> § 1569.269(4), (11)	Not Identified	Not Identified	Residents of residential care facilities for the elderly
	Continuing Care Contracts	<i>Cal. Health & Safety Code</i> § 1771.7(f), (g)	Not Identified	Not Identified	Resident of a continuing care retirement community
	Long-Term Health Facilities	<i>Cal. Health & Safety Code</i> § 1432(a)	<i>Cal. Health & Safety Code</i> § 1430	Licensee	Complainant, patient, or employee
Science, Technology, and Communications	Office of Youth and Community Restoration	<i>Cal. Welf. & Inst. Code</i> § 2200.2(f)(3)	Not Identified	Not Identified	Complainant
	Transparency in Frontier Artificial Intelligence Act	<i>Cal. Lab. Code</i> § 1107.1(a)	<i>Cal. Lab. Code</i> § 1107.1(f) to (j)	Frontier developer	Covered employee
Transportation	Code of Conduct for the Board of the Los Angeles County Metropolitan Transportation Authority	<i>Cal. Pub. Util. Code</i> § 130615(d)	Not Identified	Board member or their staff	Person
	Motor Carriers (port drayage motor carriers)	<i>Cal. Lab. Code</i> § 2810.4(i)	<i>Cal. Lab. Code</i> § 2810.4(j)	Customer or port drayage motor carrier	Commercial driver
	Transportation Network Company Drivers Labor Relations Act	<i>Cal. Bus. & Prof. Code</i> § 7470.18(b)(7)	<i>Cal. Bus. & Prof. Code</i> § 7470.18(d)	Transportation network company (TNC), an agent of a TNC, or a multicompany committee	TNC driver

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Wages and Labor Standards	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)	Not 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 (operative until Jan. 1, 2027)	<i>Cal. Lab. Code</i> § 2810.8(c)	<i>Cal. Lab. Code</i> § 2810.8(d)	Employer	Laid off employee
	Wages	<i>Cal. Lab. Code</i> § 232(c)	Not Identified	Employer	Employee
	Working Conditions	<i>Cal. Lab. Code</i> § 232.5(c)	Not Identified	Employer	Employee
Whistleblower Laws	Workplace Know Your Rights Act	<i>Cal. Lab. Code</i> § 1557	<i>Cal. Lab. Code</i> §§ 98, 98.7, 98.74, 1558	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	<i>Cal. Mil. & Vet. Code</i> § 56(b)	Not Identified	Person	Member of the California Military Department
	California Whistleblower Protection Act				
	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	

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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 *West's Annotated California Codes* available on Westlaw (current with all laws through ch. 790 of 2025 Reg. Sess., and Governor's Reorganization Plan No. 1 of 2025), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. *Cal. Penal Code* § 372.7 provides: “Local law enforcement or a local jurisdiction shall not bring or threaten a nuisance action pursuant to Section 372 or 373a against a business, or impose fines pursuant to Section 372 or 373a upon a business, solely for the act of reporting retail crime, unless the report is knowingly false. *Cal. Penal Code* § 372.7.”
- b. Qui tam provisions under California’s False Claims Act: *Cal. Gov't Code* § 12652.
- c. Qui tam provisions concerning unlawful employment of runners, cappers, steerers, or other persons to procure clients under California’s Insurance Fraud Preventions Act: *Cal. Ins. Code* § 1871.7(e) to (g).
- d. 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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural employers	<i>Colo. Rev. Stat. Ann.</i> § 8-2-206(3)(a)	<i>Colo. Rev. Stat. Ann.</i> § 8-2-206(3)(c)	Agricultural employer	Person, agricultural employee
	Labor Conditions for Agricultural Workers	<i>Colo. Rev. Stat. Ann.</i> §§ 8-2-206(3)(a), 8-13.5-204(10)	<i>Colo. Rev. Stat. Ann. 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. Ann.</i> § 24-34-802(1)(a)	Not Identified	Person	Individual or group of individuals
	Discrimination - employment	<i>Colo. Rev. Stat. Ann.</i> § 24-34-402	<i>Colo. Rev. Stat. Ann.</i> §§ 24-34-306, 24-34-405	Employer	Person
	Discrimination - places of public accommodation	<i>Colo. Rev. Stat. Ann.</i> § 24-34-601(2.5)	<i>Colo. Rev. Stat. Ann.</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. Ann.</i> § 24-31-906(1)	Not Identified	Peace officer's employer or the employer's agent	Peace officer
	Use of Force by Peace Officers	<i>Colo. Rev. Stat. Ann.</i> § 18-8-802(c)	Not Identified	Member of a law enforcement agency	Peace officer
	Using or Directing Administration of Ketamine	<i>Colo. Rev. Stat. Ann.</i> § 18-8-805(2)(a)(III)	Not Identified	Peace officer	Emergency medical service provider
Environment and Natural Resources	Mobile Home Water Quality	<i>Colo. Rev. Stat. Ann.</i> § 25-8-1007(3)(c)	<i>Colo. Rev. Stat. Ann.</i> §§ 38-12-203(3), 38-12-220	Park owner	Park resident
False Claims	Colorado False Claims Act ^a	<i>Colo. Rev. Stat. Ann.</i> § 24-31-1204(8)(b)	<i>Colo. Rev. Stat. Ann.</i> § 24-31-1204(8)(d)	Defendant or other person	Employees, contractors, or agents
	Colorado Medicaid False Claims Act ^b	<i>Colo. Rev. Stat. Ann.</i> § 25.5-4-306(7)	<i>Colo. Rev. Stat. Ann.</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. Ann.</i> § 8-13.3-407(2)(a)	<i>Colo. Rev. Stat. Ann.</i> § 8-13.3-411	Employer	Employee or former employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Paid Family and Medical Leave Insurance Act	<i>Colo. Rev. Stat. Ann.</i> §§ 8-13.3-503(17), 8-13.3-509(4)	<i>Colo. Rev. Stat. Ann.</i> § 8-13.3-509(6)	Employer, employment agency, employee organization or other person	Person
Finance, Banking, Securities, and Insurance	Examinations	<i>Colo. Rev. Stat. Ann.</i> § 10-1-207(5)	<i>Colo. Rev. Stat. Ann.</i> § 10-1-207(6)	Insurer	Employee
	Market Conduct	<i>Colo. Rev. Stat. Ann.</i> § 10-1-307(5)(a)	<i>Colo. Rev. Stat. Ann.</i> § 10-1-307(5)(b) to (d)	Company	Employee
Government	Colorado Partnership for Quality Jobs and Services Act	<i>Colo. Rev. Stat. Ann.</i> § 24-50-1111(7)(d)	<i>Colo. Rev. Stat. Ann.</i> § 24-50-1113	State of Colorado and its designees and agents	Covered employee (public employee)
	Commission on Judicial Discipline	<i>Colo. Rev. Stat. Ann.</i> § 13-5.3-106(6)(b)(III)	Not Identified	Colorado state judicial department	Person communicating with the commission on judicial discipline
	Private Enterprise Employee Protection	<i>Colo. Rev. Stat. Ann.</i> § 24-114-102	<i>Colo. Rev. Stat. Ann.</i> § 24-114-103	Appointing authority or supervisor of a private enterprise under contract with a state agency	Employee
Healthcare	Colorado Medical Assistance Act	<i>Colo. Rev. Stat. Ann.</i> § 25.5-4-107	Not 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. Ann.</i> § 8-2-123(2)(a)	Not Identified	Health-care provider	Health-care worker
	Intimate Examinations of Sedated or Unconscious Patients				
	Health-Care Professions and Occupations	<i>Colo. Rev. Stat. Ann.</i> § 12-30-122(4)(a)	Not Identified	Licensee, student, or trainee	Individual, whistleblower
	Hospitals	<i>Colo. Rev. Stat. Ann.</i> § 25-3-130(4)(a)	Not Identified	Health-care facility	Individual, whistleblower
Housing and Real Property	Housing Practices	<i>Colo. Rev. Stat. Ann.</i> § 24-34-502(e)	<i>Colo. Rev. Stat. Ann.</i> § 24-34-505.6	Person	Person
	Immigrant Tenant Protection Act	<i>Colo. Rev. Stat. Ann.</i> § 38-12-1203(c)(II)	<i>Colo. Rev. Stat. Ann.</i> § 38-12-1205	Landlord	Tenant

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Mobile Home Park Act	<i>Colo. Rev. Stat. Ann.</i> § 38-12-212.5(1), (2)(a) to (b), (4.5)	<i>Colo. Rev. Stat. Ann.</i> § 38-12-220	Management	Person
	Mobile Home Park Act Dispute Resolution and Enforcement Program	<i>Colo. Rev. Stat. Ann.</i> §§ 12-212.5(4.5), 38-12-1105(13)	Not Identified	Landlord	Home owner or resident
	Tenants and Landlords	<i>Colo. Rev. Stat. Ann.</i> § 38-12-509(1)	<i>Colo. Rev. Stat. Ann.</i> § 38-12-509(2)	Landlord	Tenant
Labor and Collective Bargaining	Collective Bargaining by County Employees	<i>Colo. Rev. Stat. Ann.</i> § 8-3.3-115(e)	Not Identified	County, its representatives, its agents, or anyone acting on behalf of the county	County employee
	Labor Peace Act	<i>Colo. Rev. Stat. Ann.</i> § 8-3-108(h)	<i>Colo. Rev. Stat. Ann.</i> § 8-3-121	Employer	Any employee
	Protections for Public Workers Act	<i>Colo. Rev. Stat. Ann.</i> § 29-33-104(3)	<i>Colo. Rev. Stat. Ann.</i> § 29-33-105	Public employer	Public employee
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Residences	<i>Colo. Rev. Stat. Ann.</i> § 25-27-104.3(4)(a)	Not Identified	Assisted living residence	Resident
	Bill of Rights for Youth in a Juvenile Facility	<i>Colo. Rev. Stat. Ann.</i> § 19-2.5-1502.5(4)(c)	Not 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. Ann.</i> § 27-65-106(10)(c)	Not Identified	Facility	Detained person or employee
	Short-term treatment or long-term care and treatment	<i>Colo. Rev. Stat. Ann.</i> § 27-65-119(6)	Not Identified	Facility	Person, employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Colorado Long-term Care Ombudsman Act	<i>Colo. Rev. Stat. Ann.</i> § 26-11.5-109(2)	<i>Colo. Rev. Stat. Ann.</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. Ann.</i> § 25.5-10-240	<i>Colo. Rev. Stat. Ann.</i> § 25.5-10-236	Not Identified	Person
	Protections for Youth in Foster Care	<i>Colo. Rev. Stat. Ann.</i> § 19-7-101(2)(a)(IV)	Not 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. Ann.</i> § 26-3.1-102(6)	Not Identified	Person	Person
Science, Technology, and Communications	Artificial Intelligence Impact Task Force	<i>Colo. Rev. Stat. Ann.</i> § 2-3-1707(f) (sunsets Sept. 1, 2027)	Not Identified	Employer	Worker
Transportation	Community Rail Safety Advisory Committee	<i>Colo. Rev. Stat. Ann.</i> § 40-20-312(4)	Not Identified	Employer	Employee
	Reserved Parking for Persons with Disabilities				
	Employer	<i>Colo. Rev. Stat. Ann.</i> § 42-4-1208(h)	Not Identified	Employer	Employee
	Landlord	<i>Colo. Rev. Stat. Ann.</i> § 42-4-1208(6)(i)	Not Identified	Landlord	Tenant

Subject	Title	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. Ann.</i> §§ 8-4-120(1)(a), 8-12-118	<i>Colo. Rev. Stat. Ann.</i> § 8-4-120(3)	Employer	Individual
	Direct Care Workforce Stabilization Board Act	<i>Colo. Rev. Stat. Ann.</i> § 8-7.5-106	Not Identified	Direct care employer	Direct care consumer
	Equal Pay for Equal Work Act	<i>Colo. Rev. Stat. Ann.</i> § 8-5-102(2)	<i>Colo. Rev. Stat. Ann.</i> §§ 8-5-103 to 8-5-104	Employer	Employee
	Minimum Wages of Workers	<i>Colo. Rev. Stat. Ann.</i> § 8-6-115	Not Identified	Employer	Employee
	Prevailing Wage for Public Projects	<i>Colo. Rev. Stat. Ann.</i> § 24-92-210(8)	<i>Colo. Rev. Stat. Ann.</i> §§ 24-92-209 to 24-92-210	Employer	Employee or former employee
	Wages	<i>Colo. Rev. Stat. Ann.</i> § 8-4-120	<i>Colo. Rev. Stat. Ann.</i> § 8-4-120(3)	Employer, any other person that is regularly engaged in business or commercial activity that has contracted with an employer or worker	Employee or worker
Whistleblower Laws	Colorado's Whistleblower Act	<i>Colo. Rev. Stat. Ann.</i> §§ 24-50.5-102, 24-50.5-103	<i>Colo. Rev. Stat. Ann. 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. Ann.</i> § 8-14.4-102	<i>Colo. Rev. Stat. Ann.</i> § 8-14.4-107	Principal	Worker

Source: Compiled by CRS using the 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 Westlaw (current through the 1st Reg. and Extraordinary Sess., 75th Gen. Assemb. (2025)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

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

Table 7. Connecticut

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Connecticut Fair Employment Practices Act	<i>Conn. Gen. Stat. Ann.</i> § 46a-60(4)	<i>Conn. Gen. Stat. Ann.</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. Ann.</i> § 18-81nn(c)	<i>Conn. Gen. Stat. Ann.</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. Ann.</i> § 18-81qq(p)	Not Identified	No state or municipal agency	Employee
	Police Departments	<i>Conn. Gen. Stat. Ann.</i> § 7-282e(a)(3)	<i>Conn. Gen. Stat. Ann.</i> §§ 4-61dd, 7-282e(a)(3), 31-51m	Law enforcement unit employing a police officer	Police officer
Education	Teachers	<i>Conn. Gen. Stat. Ann.</i> § 10-153e(b), (c)	Not 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. Ann.</i> § 4-284	<i>Conn. Gen. Stat. Ann.</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. Ann.</i> § 31-51pp	<i>Conn. Gen. Stat. Ann.</i> § 31-51pp(d) to (f)	Employer	Employee
	Paid Sick Leave	<i>Conn. Gen. Stat. Ann.</i> § 31-57v(a)	<i>Conn. Gen. Stat. Ann.</i> § 31-57v(c)	Employer	Employee
Government	Code of Ethics for Lobbyists	<i>Conn. Gen. Stat. Ann.</i> § 1-93(e)	Not Identified	Person	Individual
	Code of Ethics for Public Officials	<i>Conn. Gen. Stat. Ann.</i> § 1-82(e)	Not Identified	Person	Individual
	Office of the Victim Advocate	<i>Conn. Gen. Stat. Ann.</i> § 46a-13e(b)	Not Identified	State or municipal agency	Employee (public)

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Healthcare	Quasi-Public Agencies ^b	<i>Conn. Gen. Stat. Ann.</i> § 1-125a(b)	Not Identified	Quasi-public agency	Employee
	Adverse Event Reporting	<i>Conn. Gen. Stat. Ann.</i> § 19a-127n(g)	Not Identified	Hospital or outpatient surgical facility	Employee, applicant for employment or health care provider
	Health Care Institutions				
	Health care facility	<i>Conn. Gen. Stat. Ann.</i> § 19a-498a(b)	<i>Conn. Gen. Stat. Ann.</i> § 19a-498a(c), (d)	Health care facility	Employee
	Nursing home facility or residential care home	<i>Conn. Gen. Stat. Ann.</i> § 19a-532	<i>Conn. Gen. Stat. Ann.</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. Ann.</i> § 38a-479ff	<i>Conn. Gen. Stat. Ann.</i> § 38a-479ff	Health insurer, health care center, utilization review company	Enrollee, provider or employee
	Nurse Staffing Plans	<i>Conn. Gen. Stat. Ann.</i> § 19a-89e(j)	Not Identified	Hospital	Registered nurse
	Municipal Powers	<i>Conn. Gen. Stat. Ann.</i> § 7-148d(b)	<i>Conn. Gen. Stat. Ann.</i> §§ 7-148d(b), 7-148k	Landlord	Tenant
Labor and Collective Bargaining	Rights and Responsibilities of Landlord and Tenant	<i>Conn. Gen. Stat. Ann.</i> § 47a-20	Not Identified	Landlord	Tenant
	Collective Bargaining for State Employees	<i>Conn. Gen. Stat. Ann.</i> § 5-272(a)	<i>Conn. Gen. Stat. Ann.</i> § 5-274(a), (b)	Employers or their representatives or agents	Employee (public)
	Labor Relations Act	<i>Conn. Gen. Stat. Ann.</i> § 31-105(8)	<i>Conn. Gen. Stat. Ann.</i> § 31-107	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Municipal Employees	<i>Conn. Gen. Stat. Ann.</i> § 7-470(a)	<i>Conn. Gen. Stat. Ann.</i> § 7-471(5)	Municipal employers or their representatives or agents	Employee (public)
Occupational Health and Safety	Connecticut Occupational Safety and Health Act	<i>Conn. Gen. Stat. Ann.</i> § 31-379	<i>Conn. Gen. Stat. Ann.</i> § 31-89379(b) to (d)	Person	Employee
Public Utilities	Public Service Companies	<i>Conn. Gen. Stat. Ann.</i> § 16-8a	<i>Conn. Gen. Stat. Ann.</i> § 16-8a(c), (d)	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. Ann.</i> § 31-51m(b)	<i>Conn. Gen. Stat. Ann.</i> § 31-51m(c)	Employer	Employee
	Dependent and Neglected Children	<i>Conn. Gen. Stat. Ann.</i> § 17a-101e(a)	Not Identified	Employer	Employee
	Office of the Child Advocate	<i>Conn. Gen. Stat. Ann.</i> § 46a-13n(b)	Not 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. Ann.</i> § 17a-878(b)	Not Identified	Person or entity	Resident, employee or other person
	Long-term care facilities	<i>Conn. Gen. Stat. Ann.</i> § 17a-412(f)	<i>Conn. Gen. Stat. Ann.</i> §§ 17a-412(f), 19a-532, 31-51m(c)	Not Identified	Person
	Persons with Psychiatric Disabilities	<i>Conn. Gen. Stat. Ann.</i> § 17a-488(h)	Not Identified	Not Identified	Person
	Protection and Advocacy for Persons with Disabilities	<i>Conn. Gen. Stat. Ann.</i> § 46a-11b(e)	Not Identified	Not Identified	Resident or employee of a facility

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Protective Services for the Elderly	<i>Conn. Gen. Stat. Ann.</i> § 17b-451(e)	<i>Conn. Gen. Stat. Ann.</i> §§ 17b-451, 19a-532, 31-51m(c)	Not Identified	Person
Transportation	Transportation Network Company Vehicles	<i>Conn. Gen. Stat. Ann.</i> § 13b-118(c)(2)	Not Identified	Transportation network company	Transportation network company driver
Unemployment Benefits and Insurance	Unemployment Compensation	<i>Conn. Gen. Stat. Ann.</i> § 31-226a	<i>Conn. Gen. Stat. Ann.</i> § 31-226a(b), (c)	Employer	Employee
Wages and Labor Standards	Protection of Employees				
	Interns	<i>Conn. Gen. Stat. Ann.</i> § 31-40y(b)(3)	<i>Conn. Gen. Stat. Ann.</i> §§ 46a-82 to 46a-84	Employer	Intern
	Personal online accounts	<i>Conn. Gen. Stat. Ann.</i> § 31-40x(b)(4)	<i>Conn. Gen. Stat. Ann.</i> § 31-40x(f), (g)	Employer	Employee or applicant
	Rehiring laid off employees	<i>Conn. Gen. Stat. Ann.</i> § 31-40aa(h)	<i>Conn. Gen. Stat. Ann.</i> § 31-40aa(j)	Employer	Individual
	Wages				
	Discrimination in compensation on the basis of sex	<i>Conn. Gen. Stat. Ann.</i> § 31-75(c)	<i>Conn. Gen. Stat. Ann.</i> §§ 31-75(c), 31-76	Employer	Person
	Minimum wages and preference for state citizen in public building contracts	<i>Conn. Gen. Stat. Ann.</i> § 31-69b	<i>Conn. Gen. Stat. Ann.</i> § 31-69b(b)	Employer	Employee
Whistleblower Laws	Corporate Accountability	<i>Conn. Gen. Stat. Ann.</i> § 33-1336(a)	<i>Conn. Gen. Stat. Ann.</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. Ann.</i> § 31-51m(b)	<i>Conn. Gen. Stat. Ann.</i> § 31-51m(c)	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Discloses employer's illegal activities or unethical practices (municipal employees)	<i>Conn. Gen. Stat. Ann.</i> § 31-51m(b)	<i>Conn. Gen. Stat. Ann.</i> § 31-51m(c)	Municipal employer	Municipal employee
	Whistleblowing by State Employees	<i>Conn. Gen. Stat. Ann.</i> § 4-61dd(e)	<i>Conn. Gen. Stat. Ann.</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. Ann.</i> § 31-290a(a)	<i>Conn. Gen. Stat. Ann.</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 General Statutes Annotated* available on Westlaw (current with amendments received through October 15, 2025), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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. Ann.* §§ 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	Title	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
	Delaware Equal Accommodations Law	<i>Del. Code Ann.</i> tit. 6, § 4504(f)	<i>Del. Code Ann.</i> tit. 6, §§ 4508, 4511	Person, being the owner, lessee, proprietor, manager, director, supervisor, superintendent, agent, or employee of any place of public accommodation	Individual
	Persons With Disabilities Employment Protections Act	<i>Del. Code Ann.</i> tit. 19, § 726	<i>Del. Code Ann.</i> tit. 19, §§ 712 to 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	Not Identified	Not 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) to (g)	Employer, temporary help company, employment agency, employee organization, or other person	Individual
Finance, Banking, Securities, and Insurance	Delaware Insurance Fraud Prevention Act ^c	Not Identified	Not Identified	Not Identified	Not Identified

Subject	Title	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Government	Public Works Contracting	<i>Del. Code Ann.</i> tit. 29, § 6960(k)	Not Identified	Employer	Employee
Healthcare	Community Mental Health Treatment Act	<i>Del. Code Ann.</i> tit. 16, § 5185(b)	Not Identified	Facility	Patient or person
Housing and Real Property	Lead-Based Paint Hazard Reduction	<i>Del. Code Ann.</i> tit. 25, § 5409(a)	<i>Del. Code Ann.</i> tit. 6, §§ 4612, 4613, tit. 25, § 5409(a)	Not Identified	Individual
	Recovery Housing	<i>Del. Code Ann.</i> tit. 16, § 2212A	Not Identified	Not Identified	Person
	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	Not Identified	Public employer	Public employee
Occupational and Professional Licensing	Professional Engineers Disciplinary Proceedings	<i>Del. Code Ann.</i> tit. 24, § 2824(d)	<i>Del. Code Ann.</i> tit. 19, § 1704, tit. 24, § 2824(d)	Not Identified	Person
Occupational Health and Safety	Clean Indoor Air Act	<i>Del. Code Ann.</i> tit. 16, § 2907(b)	Not Identified	Employer	Employee
	Hazardous Chemical Information Act	<i>Del. Code Ann.</i> tit. 16, § 2415	Not 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	Not 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)	Not Identified	Facility

Subject	Title	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Licensing by the State	<i>Del. Code Ann.</i> tit. 16, § 1117(a)	Not Identified	Licensee or person	Resident or employee
	Office of the Long-Term Care Ombudsperson	<i>Del. Code Ann.</i> tit. 16, § 1154(b)	Not Identified	Long-term care facility, entity, or person	Person or agency
	Resident's rights	<i>Del. Code Ann.</i> tit. 16, § 1121(b)(21)	Not Identified	Facility	Resident
Wages and Labor Standards	Child Labor Law	<i>Del. Code Ann.</i> tit. 19, § 509	Not Identified	Employer	Employee
	Meal Breaks	<i>Del. Code Ann.</i> tit. 19, § 707(b)	Not Identified	Employer	Employee
	Minimum Wage	<i>Del. Code Ann.</i> tit. 19, § 910(b)	Not Identified	Employer	Employee
	Pay Transparency	<i>Del. Code Ann.</i> tit. 19, § 709C(e)(3) (<i>eff. Sept. 26, 2027</i>)	<i>Del. Code Ann.</i> tit. 19, § 709C(e)(3) (<i>eff. Sept. 26, 2027</i>)	Employer	Individual
	Polygraph, Lie Detector or Similar Test	<i>Del. Code Ann.</i> tit. 19, § 704(f)	Not Identified	Employer	Employee
	Right to Inspect Personnel Files	<i>Del. Code Ann.</i> tit. 19, § 735(b)	Not 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)	Not Identified	Employer	Employee
Whistleblower Laws	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 *West's Delaware Code Annotated* and Delaware session laws available on Westlaw and other secondary sources. December 2023. Updated using *West's Delaware Code Annotated* available on Westlaw (current through ch. 231 of the 153rd Gen. Assemb. (2025-2026)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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 to 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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Law	Human Rights Law	<i>D.C. Code Ann.</i> § 2-1402.61(b)	<i>D.C. Code Ann.</i> §§ 2-1403.13, 2-1403.16	Person	Person
Education	Testing Integrity Act of 2013	<i>D.C. Code Ann.</i> § 38-771.02(c)	<i>D.C. Code Ann.</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 Ann.</i> § 2-381.04	<i>D.C. Code Ann.</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 Ann.</i> § 32-531.08(b)	<i>D.C. Code Ann.</i> § 32-531.12	Employer	Employee
	D.C. Family and Medical Leave Act of 1990	<i>D.C. Code Ann.</i> § 32-507(b)	<i>D.C. Code Ann.</i> § 32-510	Employer	Person
	Universal Paid Leave Amendment Act of 2016	<i>D.C. Code Ann.</i> § 32-541.10(b)	<i>D.C. Code Ann.</i> § 32-541.12	Employer	Person
Government	D.C. Government Comprehensive Merit Personnel Act of 1978	<i>D.C. Code Ann.</i> § 1-617.04(a)(4)	<i>D.C. Code Ann.</i> § 1-617.13	District, its agents, and representatives	Employee (public)
	D.C. Procurement Practices Act of 1985	<i>D.C. Code Ann.</i> § 1-301.115a(f-4)	Not 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 Ann.</i> §§ 4-754.11(a)(17), 4-754.55	Not Identified	Person	Person
	Rental Housing Act of 1985	<i>D.C. Code Ann.</i> § 42-3505.02	<i>D.C. Code Ann.</i> § 42-3502.18	Housing provider	Tenant
Occupational Health and Safety	D.C. Occupational Safety and Health Act of 1988	<i>D.C. Code Ann.</i> § 32-1117	<i>D.C. Code Ann.</i> § 32-1117(b)	Person	Employee
	Smoking	<i>D.C. Code Ann.</i> § 7-741.06(b)(3)	<i>D.C. Code Ann.</i> § 7-741.06(c)	Owner, manager, or other person responsible for a place of employment or public	Employee

Subject	Title	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 Ann.</i> §§ 7-1903, 7-1912(a)(4)	<i>D.C. Code Ann.</i> § 7-1912(c)	place that permits smoking Person	Person
	Child Sexual Abuse Reporting Amendment Act of 2012	<i>D.C. Code Ann.</i> § 22-3020.55(b)	<i>D.C. Code Ann.</i> § 22-3020.55(b)	Not Identified	Person
	D.C. Long-Term Care Ombudsman Program Act of 1988	<i>D.C. Code Ann.</i> § 7-704.01(d)	Not Identified	Person	Employee of a long-term care facility or agency, resident, or resident representative
	Nursing Home and Community Residence Facility Residents' Protection Act of 1985	<i>D.C. Code Ann.</i> § 44-1004.03(b)	<i>D.C. Code Ann.</i> § 44-1004.03(a)	Owner, licensee, administrator, or employee of a facility	Resident, his or her representative, or the Long-Term Care Ombudsman
	Rights of Persons with Intellectual Disabilities	<i>D.C. Code Ann.</i> § 7-1305.10(e)	Not Identified	Facility	Employee
Transportation	Washington Metropolitan Area Transit Authority Compact	<i>D.C. Code Ann.</i> § 9-1107.01(76)(i)(20)	Not 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 Ann.</i> § 32-1051.03(2)	<i>D.C. Code Ann.</i> § 32-1051.15	Covered employer	Covered employee
	Domestic Worker Employment Rights Amendment Act of 2022	<i>D.C. Code Ann.</i> § 32-1071.02(e)	<i>D.C. Code Ann.</i> § 32-1071.04(d)	Hiring entity	Domestic worker
	Minimum Wage Act Revision Act of 1992	<i>D.C. Code Ann.</i> § 32-1010(3)	<i>D.C. Code Ann.</i> §§ 32-1012, 32-1308	Employer	Employee or person
	Wage Transparency Act of 2014	<i>D.C. Code Ann.</i> § 32-1452(3)	Not Identified	Employer	Employee
Whistleblower Laws	Wage Theft Prevention Amendment Act of 2014	<i>D.C. Code Ann.</i> § 32-1311	<i>D.C. Code Ann.</i> § 32-1311(c)	Employer	Employee or person
	Whistleblower Reinforcement Act of 1998 Employees of District contractors	<i>D.C. Code Ann.</i> §§ 2-223.01 to 2-223.02	<i>D.C. Code Ann.</i> § 2-223.03	Supervisor or District government official or	Employees of instrumentalities of

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Public employees	<i>D.C. Code Ann.</i> §§ 1-615.52 to 1-615.53	<i>D.C. Code Ann.</i> § 1-615.54	employee having the responsibility to evaluate award or administer a contract Supervisor (public)	District government or District contractors Employee, former employee or applicant for employment (public)
Workers' Compensation	D.C. Workers' Compensation Act of 1979	<i>D.C. Code Ann.</i> § 32-1542	<i>D.C. Code Ann.</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. Updated using *West's District of Columbia Code Annotated* available on Westlaw (current through December 6, 2025), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

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

Table 10. Florida

Subject	Title	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)	Not 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
	Motor Vehicle Dealers	<i>Fla. Stat. Ann.</i> § 320.64(43)	<i>Fla. Stat. Ann.</i> §§ 320.64(43), 320.695, 320.697	Applicant or licensee, or a common entity thereof	Motor vehicle dealer
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	Not Identified	Not Identified	Not Identified	Not Identified
	Health Professions and Occupations	<i>Fla. Stat. Ann.</i> § 456.073(12)(b)	Not 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Medical Malpractice and Related Matters	<i>Fla. Stat. Ann.</i> § 766.1016(6)	Not Identified	Employer	Employee
	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
Housing and Real Property	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)	Not 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)				
	Adverse actions	<i>Fla. Stat. Ann.</i> § 112.3187(4)	<i>Fla. Stat. Ann.</i> § 112.3187(8), (9)	Agency (public) or independent contractor	Employee (public)
	Adverse actions	<i>Fla. Stat. Ann.</i> § 112.3187(7)	<i>Fla. Stat. Ann.</i> § 112.3187(8), (9)	Not Identified	Employee, person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Workers' Compensation	Florida's Workers' Compensation Law				
	Prohibited activities	<i>Fla. Stat. Ann.</i> § 440.105(2)(a)(3)	Not Identified	Employer	Employee
	Fraud reports	<i>Fla. Stat. Ann.</i> § 440.1051(2)	Not Identified	Person or entity alleged to have committed the fraud	Person who reports workers' compensation fraud
	Fraud reports	<i>Fla. Stat. Ann.</i> § 440.1051(3)	Not Identified	Person	Person

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 *West's Florida Statutes Annotated* available on Westlaw (current through laws, joint and concurrent resolutions and memorials in effect from the 2025 Spec. Sess. C and through July 1, 2025, of the 2025 1st Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Fair Employment Practices Act of 1978				
	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
	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
	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
Education	Riley Gaines Act	<i>Ga. Code Ann.</i> § 20-2-315(m)(1)(B)	<i>Ga. Code Ann.</i> § 20-2-315(m)(1)(A)	Covered entity or a local, state, regional, or national athletic conference or association	Student
	Specific Sports Teams Designations	<i>Ga. Code Ann.</i> § 20-3-16(e)(1)(B)	<i>Ga. Code Ann.</i> § 20-3-16(e)(1)(A)	Covered entity, a governing body, or a local, state, regional, or national athletic conference or athletic association	Student
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)	Not 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				

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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	Abuse and Exploitation in Community Living Arrangements	<i>Ga. Code Ann.</i> § 37-13-26	Not Identified	Person or community living arrangement	Person
	Disabled Adults and Elder Persons Protection Act	<i>Ga. Code Ann.</i> § 30-5-4.1(l)	Not 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)	Not Identified	Person	Child, parent, guardian, or legal custodian of a child, employee of a 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	Not Identified	Person or facility	Person
	Long-Term Care Ombudsman Program	<i>Ga. Code Ann.</i> § 31-8-60	Not 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)	Not 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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 *West's Code of Georgia Annotated* available on Westlaw (current through legislation passed at the 2025 Reg. Sess. of the Ga. Gen. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	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)	Not Identified	Not Identified	Law enforcement officer
Environment and Natural Resources	Hawaii Environmental Response Law	<i>Haw. Rev. Stat. Ann.</i> § 128D-15	Not 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	Title	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, Veterans, and State Defense Forces	Hawaii Code of Military Justice	<i>Haw. Rev. Stat. Ann.</i> § 124B-194(a)	Not 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) to (8)	Person	Employee
	Smoking	<i>Haw. Rev. Stat. Ann.</i> § 328J-10(a)	Not 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)	Not 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(b)(3)	Not 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)	Not Identified	Employer	Employee
	Whistleblower Laws	Hawaii Whistleblowers' Protection Act			

Subject	Title	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 *West's Hawai'i Revised Statutes Annotated* available on Westlaw (current through the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Farm Labor Contractor Licensing	<i>Idaho Code Ann.</i> § 44-1615	<i>Idaho Code Ann.</i> § 44-1613	Farm labor contractor	Employee
	Sanitation Facilities for Farm Workers	<i>Idaho Code Ann.</i> § 44-1904	Not Identified	Farm operator or farm labor contractor	Workers
Anti-discrimination Laws	Idaho Human Rights Act	<i>Idaho Code Ann.</i> § 67-5911	<i>Idaho Code Ann.</i> §§ 67-5907 to 67-5908	Person or business entity	Individual
Education	Fairness in Women’s Sports Act	<i>Idaho Code Ann.</i> § 33-6205(2)	<i>Idaho Code Ann.</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 Ann.</i> § 39-4420(1)	<i>Idaho Code Ann.</i> § 39-4420(2)	Employer	Employee of a hazardous waste generator, transporter or treatment, storage, or disposal facility or site
Healthcare	Medical Ethics Defense Act	<i>Idaho Code Ann.</i> § 54-1305(1), (2)	<i>Idaho Code Ann.</i> § 54-1307	Not Identified	Health care provider
Housing and Real Property	Floating Homes Residency Act	<i>Idaho Code Ann.</i> § 55-2715(1)	Not Identified	Landlord	Tenant
	Manufactured Home Residency Act	<i>Idaho Code Ann.</i> § 55-2015(1)	Not Identified	Landlord	Tenant
	Property and Ownership				
	Foreign ownership of agricultural land, forest land, water rights, mining claims, or mineral rights ^b	Not Identified	Not Identified	Not Identified	Not Identified
	Foreign ownership of real property near military bases ^a	Not Identified	Not Identified	Not Identified	Not Identified
Military, Veterans, and State Defense Forces	Idaho Code of Military Justice	<i>Idaho Code Ann.</i> § 46-1102 (art. 132)	Not Identified	Person subject to the Code of Military Justice	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Clean Indoor Air	<i>Idaho Code Ann.</i> § 39-5506(3)	Not Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Certified Family Homes	<i>Idaho Code Ann.</i> § 39-3516(11)	Not Identified	Not Identified	Resident or resident representative
	Health and Social Services Ombudsman	<i>Idaho Code Ann.</i> § 56-1906	Not Identified	Individual	Anyone who files a complaint with the Idaho Health and Social Services Ombudsman
	Office of Ombudsman for the Elderly	<i>Idaho Code Ann.</i> § 67-5009	Not Identified	Long-term care facilities	Employee or person
Wages and Labor Standards	Claims for Wages	<i>Idaho Code Ann.</i> § 45-613	<i>Idaho Code Ann.</i> §§ 45-615 to 45-619	Employer	Employee
	Discriminatory Payment of Wages Based Upon Sex	<i>Idaho Code Ann.</i> § 44-1702(3)	<i>Idaho Code Ann.</i> § 44-1704	Employer	Employee
	Minimum Wage Law	<i>Idaho Code Ann.</i> § 44-1509	<i>Idaho Code Ann.</i> §§ 44-1508, 45-615 to 45-619	Employer	Employee
Whistleblower Laws	Idaho Protection of Public Employees Act	<i>Idaho Code Ann.</i> § 6-2104(2)(a)	<i>Idaho Code Ann.</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 West's *Idaho Code Annotated* available on Westlaw (current through effective legislation through the 1st Reg. Sess. of the 68th Idaho Leg.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

- a. Awards are authorized for whistleblowers if a whistleblower referral results in a divestiture of land, mining claims, or mineral rights or other assets. *Idaho Code Ann.* § 55-103(15).
- b. Awards are authorized for whistleblowers if a whistleblower referral results in a divestiture of land, mining claims, or mineral rights or other assets. *Idaho Code Ann.* § 55-115(8).

Table 14. Illinois

Subject	Title	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 Article 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	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)	Not 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	Not 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)	Not 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	Not 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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Employee Sick Leave Act	820 Ill. Comp. Stat. Ann. 191/20	Not 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
Government	Personnel Code	20 Ill. Comp. Stat. Ann. 415/19c.1(2)	Not 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				
	Health Care Sanctity and Privacy Law	210 Ill. Comp. Stat. Ann. 85/6.14h(g)	Not Identified	Hospital and its agents	Patient, employee, or agent
	Nurse staffing	210 Ill. Comp. Stat. Ann. 85/10.10(f)	Not Identified ^e	Hospital	Employee
	Patient protection from abuse	210 Ill. Comp. Stat. Ann. 85/9.6(c)	Not Identified ^f	Not Identified	Person
	Nurse Practice Act	225 Ill. Comp. Stat. Ann. 65/50-50(a)(17)	Not Identified	Person	Nurse
	Pharmacy Benefit Managers				
	Disclosing information in a court, in an administrative hearing, before a legislative commission or committee, or in any other proceeding	215 Ill. Comp. Stat. Ann. 5/513b1(i)(1), (4)	Not Identified	Pharmacy benefit manager	Pharmacist or pharmacy
	Disclosing information to government or law enforcement agency	215 Ill. Comp. Stat. Ann. 5/513b1(i)(2), (4)	Not Identified	Pharmacy benefit manager	Pharmacist or pharmacy

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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
Military, Veterans, and State Defense Forces	Illinois Code of Military Justice	20 Ill. Comp. Stat. Ann. 1807/132(a) (art. 132)	Not 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)	Not 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	Not Identified	Employer	Employee
	Assisted Living and Shared Housing Act	210 Ill. Comp. Stat. Ann. 9/95(7)	Not 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)	Not Identified	Person	Resident or employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Duty to report violations	210 Ill. Comp. Stat. Ann. 47/3-610(b)	Not 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
Illinois Act on the Aging		20 Ill. Comp. Stat. Ann. 105/4.04(f)(1)(ii)	Not Identified	Person	Long-term care facility resident or employee
MC/DD Act					
	Business offenses	210 Ill. Comp. Stat. Ann. 46/3-318(5)	Not Identified	Person	Resident or employee
	Duty to report violations	210 Ill. Comp. Stat. Ann. 46/3-610(b)	Not 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)	Not Identified	Person	Resident or employee
	Duty to report violations	210 Ill. Comp. Stat. Ann. 45/3-610(b)	210 Ill. Comp. Stat. Ann. 45/3-603	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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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
	Retaliatory action against residents	210 Ill. Comp. Stat. Ann. 45/2-120(a), (b)	210 Ill. Comp. Stat. Ann. 45/2-120(c), (d)	Facility, licensee of a facility, or employee of a facility	Resident of the facility
	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	Not Identified	Not Identified	Consumer
	Supportive Residences Licensing Act	210 Ill. Comp. Stat. Ann. 65/45(d)	Not Identified	Licensee or its agents	Resident or an employee or agent
Transportation	Metropolitan Transit Authority Act	70 Ill. Comp. Stat. Ann. 3605/49	Not Identified	Chicago Transit Authority (public)	Employee (public)
Wages and Labor Standards	Child Labor Law of 2024	820 Ill. Comp. Stat. Ann. 206/57	Not 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)	Not Identified	Employer or his agent, or the officer or agent of any private employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	One Day Rest in Seven Act	820 Ill. Comp. Stat. Ann. 140/5.5	820 Ill. Comp. Stat. Ann. 140/7(b)(4)	Employer or agent or officer of employer	Employee
	Personnel Record Review Act	820 Ill. Comp. Stat. Ann. 40/12(f)	820 Ill. Comp. Stat. Ann. 40/12(b) to (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)	Not Identified	Employer or prospective employer, or the officer or agent of any employer or prospective employer	Employee or applicant for employment
	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. 57/20	Employer or the employer's agent, representative, or designee	Employee
Whistleblower Laws	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				
	Illinois Bivens Act (deprivation of constitutional rights while	740 Ill. Comp. Stat. Ann. 16/5-10, 174/15(d)	740 Ill. Comp. Stat. Ann. 174/30	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	conducting civil immigration enforcement)				
	Other retaliation	740 Ill. Comp. Stat. Ann. 174/20.1	Not Identified	Employer	Employee
	Retaliation for certain disclosures prohibited	740 Ill. Comp. Stat. Ann. 174/15	740 Ill. Comp. Stat. Ann. 174/30	Employer	Employee
	Threatening retaliation	740 Ill. Comp. Stat. Ann. 174/5, 174/20.2	Not Identified	Employer	Employee
	Whistle Blower Protection (schools)	105 Ill. Comp. Stat. Ann. 5/34-2.4c(b)	Not 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 West's *Smith-Hurd Illinois Compiled Statutes Annotated* available on Westlaw (current through P.A. 104-456 of the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	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)	Not 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
Education	Athletic Teams and Sports	<i>Ind. Code Ann.</i> § 21-18-13.5-4(b)	<i>Ind. Code Ann.</i> §§ 21-18-13.5-4(a), 21-18-13.5-5	State educational institution or private postsecondary educational institution	Student
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) to (e)	Public office, officer, entity, or institution	Employee (public)
	Ethics and Conflicts of Interest	<i>Ind. Code Ann.</i> § 4-2-6-13	Not 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	Not Identified	State supervisor	State employee
	Retaliation for reporting to the inspector general	<i>Ind. Code Ann.</i> § 35-44.2-1-2(b)	Not 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)	Not Identified	Person	Resident or employee
	Licensure of Home Health Agencies	<i>Ind. Code Ann.</i> § 16-27-1-12(c)(4)	Not Identified	Person	Patient, health care representative, power of attorney, employee,

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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)	Not Identified	Landlord	agency staff member, or any other person Tenant
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	Not 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)	Not Identified	Employer	Employee
	Child Services Ombudsman	<i>Ind. Code Ann.</i> § 35-44.2-1-5(a)(3)	Not Identified	Person	Person
	Services for Individuals with Disabilities	<i>Ind. Code Ann.</i> § 12-11-13-16(3)	Not 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 *West's Annotated Indiana Code* available on Westlaw (current with all legislation of the 2025 1st Reg. Sess. of the 124th Gen. Assemb. effective through July 1, 2025), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Iowa Civil Rights Act of 1965	<i>Iowa Code Ann.</i> § 216.11	<i>Iowa Code Ann.</i> §§ 216.15 to 216.17A	Person	Person
Commerce and Trade	Beer Brewers and Wholesalers-Canned Cocktails	<i>Iowa Code Ann.</i> § 123A.9(7)	<i>Iowa Code Ann.</i> § 123A.9	Brewer	Wholesaler
Education	Charter Schools	<i>Iowa Code Ann.</i> § 256E.7(j)	Not Identified	Charter school	Employee or contractor
	School Districts	<i>Iowa Code Ann.</i> § 279.14B	Not Identified	Board of Directors of a school district	Employee or contractor
	Speech and Expression at Public Institutions of Higher Education	<i>Iowa Code Ann.</i> § 261H.2(3)	<i>Iowa Code Ann.</i> § 261H.5	Public institution of higher education	Member of the campus community
Environment and Natural Resources	Coal Mining	<i>Iowa Code Ann.</i> § 207.28(1)	<i>Iowa Code Ann.</i> § 207.28(2)	Person	Employee or authorized representative of employees
False Claims	False Claims ^a	<i>Iowa Code Ann.</i> § 685.3(6)(a)	<i>Iowa Code Ann.</i> § 685.3(6)(b)	Not Identified	Employee, contractor, or agent
Healthcare	Health Care Facilities	<i>Iowa Code Ann.</i> § 135C.46(1)	Not Identified	Facility	Resident or employee
	Regulation of Pharmacy Benefits Managers	<i>Iowa Code Ann.</i> § 510B.4A	Not Identified	Pharmacy benefits manager	Pharmacy
Housing and Real Property	Manufactured Home Communities or Mobile Home Parks Residential Landlord and Tenant Law	<i>Iowa Code Ann.</i> § 562B.32(1)	<i>Iowa Code Ann.</i> § 562B.32(2)	Landlord	Tenant
	Uniform Residential Landlord and Tenant Law	<i>Iowa Code Ann.</i> § 562A.36(1)(a)	<i>Iowa Code Ann.</i> § 562A.36(2)	Landlord	Tenant
Labor and Collective Bargaining	Public Employment Relations Act	<i>Iowa Code Ann.</i> § 20.10(2)(d)	<i>Iowa Code Ann.</i> § 20.11	Public employer or designated representative	Public employee
Occupational Health and Safety	Occupational Safety and Health	<i>Iowa Code Ann.</i> § 88.9(3)(a)	<i>Iowa Code Ann.</i> § 88.9(3)(b)	Person	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Smokefree Air Act	<i>Iowa Code Ann.</i> §§ 142D.7, 142D.9(3)	Not Identified	Person or employer	Employee, applicant for employment, or customer
	Worker Right to Know Law	<i>Iowa Code Ann.</i> § 89B.9	<i>Iowa Code Ann.</i> § 89B.9	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Adult Day Services	<i>Iowa Code Ann.</i> § 231D.12(1)	Not Identified	Adult day services program	Participant, participant's family, or an employee of the program
	Assisted Living Programs	<i>Iowa Code Ann.</i> § 231C.13	Not Identified	Assisted living program	Tenant, tenant's family, or employee
	Child Abuse Reporting, Assessment, and Rehabilitation	<i>Iowa Code Ann.</i> § 232.73A(1)	<i>Iowa Code Ann.</i> § 232.73A(2)	Employer	Employee
	Dependent Adult Abuse				
	Facilities and programs - dependent adult abuse reports	<i>Iowa Code Ann.</i> § 235E.2(8)	<i>Iowa Code Ann.</i> §§ 235E.4, 235B.11	Person or employer	Person
	Services - dependent adult abuse reports	<i>Iowa Code Ann.</i> § 235B.3(12)	<i>Iowa Code Ann.</i> § 235B.11	Person or employer	Person
	Elder Group Homes	<i>Iowa Code Ann.</i> § 231B.13	Not Identified	Elder group home	Tenant, a tenant's family, or employee
	Long-Term Care Ombudsman	<i>Iowa Code Ann.</i> § 231.42(9)	Not 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 Ann.</i> § 729.6(7)	<i>Iowa Code Ann.</i> § 729.6(8)	Person	Employee, labor organization member, or licensee, or prospective employee, member, or licensee
	Iowa Wage Payment Collection Law	<i>Iowa Code Ann.</i> § 91A.10(5)	<i>Iowa Code Ann.</i> § 91A.10(5)	Any employee	Any employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Regulation of Licensed Professions and Occupations	<i>Iowa Code</i> § 272C.8(1)(c)	<i>Iowa Code Ann.</i> § 272C.8(2)	Employer	Person
	Use of Polygraph Examinations	<i>Iowa Code Ann.</i> § 730.4(4)	<i>Iowa Code Ann.</i> § 730.4(4), (5)	Person	Employee
Whistleblower Laws	Iowa Whistleblower Statute				
	Public officers and employees - prohibitions relating to certain actions by state employees	<i>Iowa Code Ann.</i> § 70A.28	<i>Iowa Code Ann.</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 Ann.</i> § 70A.29	<i>Iowa Code Ann.</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 the *Iowa Code Annotated* available on Westlaw (current through legislation from the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

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

Table 17. Kansas

Subject	Title	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)	Not 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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Unlawful acts of employer	<i>Kan. Stat. Ann. § 44-808(4)</i>	Not Identified	Employer	Employee, member of a labor organization
	Unlawful acts	<i>Kan. Stat. Ann. § 44-809(1), (11)</i>	Not 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, Veterans, and State Defense Forces	Kansas Code of Military Justice	<i>Kan. Stat. Ann. § 48-3070</i>	Not 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>	Not 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>	Not Identified	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Advocate Act	<i>Kan. Stat. Ann. § 75-7605</i>	Not 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>	Not 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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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)	Not Identified	Employer	Employee
Wages and Labor Standards	Minimum Wage and Maximum Hours Law	<i>Kan. Stat. Ann.</i> § 44-1210(b)	Not Identified	Employer	Employee
	Unlawful Acts Against Witnesses and Litigants	<i>Kan. Stat. Ann.</i> § 44-615	Not Identified	Person, firm or corporation	Employee
Whistleblower Laws	Kansas Municipal Employee Whistleblower Act	<i>Kan. Stat. Ann.</i> § 12-16,223(c)	<i>Kan. Stat. Ann.</i> § 12-16,223(e)	Supervisor or appointing authority of any municipality (public)	Employee (public)
	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 West's *Kansas Statute Annotated* available on Westlaw (current through laws enacted during the 2025 Reg. Sess. of the Kansas Leg. effective on or before July 1, 2025), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 18. Kentucky

Subject	Title	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)	Not 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(2)(a)	Not 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)	Not 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				
	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)
	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)
	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	Title	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)	Not Identified	Not Identified	Individuals with intellectual or developmental disability
	Long-Term Care Act	<i>Ky. Rev. Stat. Ann.</i> § 216.541(2)	Not 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)	Not 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)	Not 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 *Baldwin's Kentucky Revised Statutes Annotated* available on Westlaw (current through the 2025 Reg. Leg. Sess. and the November 5, 2024 election), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 19. Louisiana

Subject	Title	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)	Not 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	Not Identified	Not Identified	Not identified	Employee, contractor, or agent

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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
Government	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
	Executive Reorganization Act	<i>La. Rev. Stat. Ann.</i> § 36:8(D)	Not Identified	Employee with authority to hire and fire, supervisor, agency head, or elected official	Employee (public)
Healthcare	Healthcare Workplace Violence Prevention	<i>La. Rev. Stat. Ann.</i> § 40:2199.17	Not Identified	Regulated entity	Employee
	Retaliation by Health Care Provider	<i>La. Rev. Stat. Ann.</i> § 40:2009.17	Not Identified	Health care provider or government agency	Person or client
Military, Veterans, and State Defense Forces	Louisiana Code of Military Justice	<i>La. Rev. Stat. Ann.</i> § 29:232 (art. 132)	Not 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)(6)	Not Identified	Employer	Employee who is a mandatory reporter
	Labor and Workers' Compensation (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
	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)	Not 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	Louisiana Labor Investigation Anti-Discrimination Statute	<i>La. Rev. Stat. Ann.</i> § 23:964(A)	Not Identified	Employer	Employee
	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
	Louisiana Whistleblower Law	<i>La. Rev. Stat. Ann.</i> § 23:967(A)	<i>La. Rev. Stat. Ann.</i> § 23:967(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 *West's Louisiana Statutes Annotated* available on Westlaw (current through the 2025 Reg. and 1st Extraordinary Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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. *La. Rev. Stat. Ann.* §§ 46:439.1(E) provides: “Any employee, contractor, or agent shall be entitled to all relief necessary to make that employee, contractor, or agent whole, if the employee, contractor, or agent is discharged, demoted, suspended, threatened, harassed, or in any other manner discriminated against in the terms and conditions of employment because of lawful acts done by the employee, contractor, agent, or associated others in furtherance of an action in accordance with this Part or other efforts to stop one or more violations of this Part.”
- 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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Employee Minimum Hourly Wage and Related Provisions	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 654	Not Identified	Employer	Employee
	Promote Safety and Fair Labor Practices for Forestry Workers Act	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 644	Not 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 to 4614, 4621 to 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 to 4614, 4621 to 4623, 4633(3)	Person	Individual
	Unlawful discrimination	<i>Me. Rev. Stat. Ann.</i> tit. 5, § 4553(10)(D)	<i>Me. Rev. Stat. Ann.</i> tit. 5, §§ 4611 to 4614, 4621 to 4623	Not Identified	Person
Building and Construction	Apprenticeship in Energy Facility Construction	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 3502(3)(B)	Not 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)	Not Identified	Not Identified	Tenant
	Sexual harassment	<i>Me. Rev. Stat. Ann.</i> tit. 14, §§ 6000(2-A), 6016-A	Not Identified	Landlord or landlord's agent	Tenant

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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)
	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	Not 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
Public Utilities	Testimony by Employees of Public Utilities	<i>Me. Rev. Stat. Ann.</i> tit. 35-A, § 1316(3)	<i>Me. Rev. Stat. Ann.</i> tit. 35-A, § 1316(5), (6)	Supervisor	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	Not Identified	Employer	Person
Wages and Labor Standards	Hours of Employment	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 602(2)	Not Identified	Employer	Employee
	Maine Equal Pay Law	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 628	Not Identified	Employer	Employee
	Minimum Wages	<i>Me. Rev. Stat. Ann.</i> tit. 26, § 671	Not Identified	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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 Westlaw (current with 2025 1st Reg. and 1st Spec. Sess. of the 132nd Leg. of Maine), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 21. Maryland

Subject	Title	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 § 20-610(b)(4)</i>	<i>Md. Code Ann., State Gov't § 20-610(d)</i>	Employer	Interns or applicants for internship
	Unlawful employment practices	<i>Md. Code Ann., State Gov't § 20-606(f)</i>	<i>Md. Code Ann., State Gov't §§ 20-1004 to 20-1015</i>	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 § 3-110(a)</i>	Not Identified	Not Identified	Police officer
Education	Office of Integrity and Compliance for Prince George's County, Maryland	<i>Md. Code Ann., Educ. § 4-404(h)(1)</i>	Not 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. § 8-214(b)</i>	<i>Md. Code Ann., Tax-Prop. § 8-215</i>	Country club or golf course	Person
	Sports Wagering	<i>Md. Code Ann., State Gov't § 9-1E-07(e)(5)(ii)</i>	Not Identified	Applicants and licensees	Person
False Claims	False Claims Against State Health Plans and State Health Programs ^a	<i>Md. Code Ann., Health-Gen. § 2-607(a)</i>	<i>Md. Code Ann., Health-Gen. § 2-607(b)-(d)</i>	Person	Employee, contractor, or grantee
	Maryland False Claims Act ^b	<i>Md. Code Ann., Gen. Provis. § 8-107(a)</i>	<i>Md. Code Ann., Gen. Provis. § 8-107(b), (c)</i>	Person	Employee, contractor, or grantee
Family, Medical, and Personal Leave	Maryland Family and Medical Leave Insurance Program	<i>Md. Code Ann., Lab. & Empl. § 8.3-904(3)-(4)</i>	<i>Md. Code Ann., Lab. & Empl. § 8.3-905</i>	Person	Covered individual
Government	Commercial Nondiscrimination Policy	<i>Md. Code Ann., State Fin. & Proc. §§ 19-103(n), 19-106(a), 19-114</i>	<i>Md. Code Ann., State Fin. & Proc. §§ 19-106(a), 19-110</i>	Business entity (that has submitted a bid or proposal for, has been selected to engage in, or	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
				is engaged in providing goods or services to the State)	
	Maryland Public Ethics Law	<i>Md. Code Ann., Gen. Provis. § 5-509</i>	Not 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) to (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) to (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>	Not Identified	Public employer and its officers, employees, agents, or representatives	Employee (public)
Military, Veterans, and State Defense Forces	Maryland Code of Military Justice	<i>Md. Code Ann., Pub. Safety § 13A-1057(b)</i>	Not 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>	Not 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) to (d)</i>	Employer	Employee
Public Utilities	Washington Suburban Sanitary Commission	<i>Md. Code Ann., Pub. Util. § 17-608(c)</i>	Not 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>	Not Identified	Person	Person
Taxation	Charitable Enforcement and Protection of Charitable Assets	<i>Md. Code Ann., Bus. Reg. § 6-622</i>	Not Identified	Person	Individual
Wages and Labor Standards	Criminal History Screening	<i>Md. Code Ann., Lab. & Empl. § 3-1504</i>	Not Identified	Employer	Applicant or employee
	Employer Retaliation for Certain Employee Activity				

Subject	Title	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) to (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) to (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) to (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) to (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) to (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) to (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 *West's Annotated Code of Maryland* available on Westlaw (current through all legislation from the 2025 Reg. Sess. and 2025 1st Spec. Sess. of the Gen. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Age Discrimination	<i>Mass. Gen. Laws Ann.</i> ch. 149, § 24F	<i>Mass. Gen. Laws Ann.</i> ch. 149, §§ 24C, 24H	Whoever, personally or by his agent	Employee
	Disabled Persons	<i>Mass. Gen. Laws Ann.</i> ch. 19C, § 11	<i>Mass. Gen. Laws Ann.</i> ch. 19C, § 11	Person	Employee, client, or other person
	Massachusetts Fair Employment Practices Act	<i>Mass. Gen. Laws Ann.</i> ch. 151B, § 4(4)	<i>Mass. Gen. Laws Ann.</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. Gen. Laws Ann.</i> ch. 6E, § 12	Not 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. Gen. Laws Ann.</i> ch. 151C, § 2(b)	<i>Mass. Gen. Laws Ann.</i> ch. 151C, §§ 3, 4	Educational institution	Employee, student, or applicant
Entertainment, Gaming, and Recreation	Massachusetts Sports Wagering Act	<i>Mass. Gen. Laws Ann.</i> ch. 23N, § 22	Not Identified	Operator	Employee
False Claims	Massachusetts False Claims Act ^a	<i>Mass. Gen. Laws Ann.</i> ch. 12, § 5J(2)	<i>Mass. Gen. Laws Ann.</i> ch. 12, § 5J(2)	Not Identified	Employee, contractor or agent
Family, Medical, and Personal Leave	Massachusetts Earned Sick Time Law	<i>Mass. Gen. Laws Ann.</i> ch. 149, § 148C(i)	<i>Mass. Gen. Laws Ann.</i> ch. 149, § 150	Employer	Employee
	Massachusetts Paid Family and Medical Leave Act	<i>Mass. Gen. Laws Ann.</i> ch. 175M, § 9(b)	<i>Mass. Gen. Laws Ann.</i> ch. 175M, § 9(d)	Employer	Employee
Government	Office of the Inspector General	<i>Mass. Gen. Laws Ann.</i> ch. 12A, § 14(c)	Not Identified	Employee who has authority to take, direct others to take, recommend, or approve any personnel action	Employee
Healthcare	Medical Malpractice Act	<i>Mass. Gen. Laws Ann.</i> ch. 112, § 5F	<i>Mass. Gen. Laws Ann.</i> ch. 112, § 5F	Employer or duly authorized agent of an employer	Employee
	Retaliation by Health Care Facilities	<i>Mass. Gen. Laws Ann.</i> ch. 149, § 187(b)	<i>Mass. Gen. Laws Ann.</i> ch. 149, § 187(d)	Health care facility	Health care provider

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Estates for Years and at Will	<i>Mass. Gen. Laws Ann.</i> ch. 186, § 18	<i>Mass. Gen. Laws Ann.</i> ch. 186, § 18	Person or agent thereof	Tenant
	Manufactured Housing Community	<i>Mass. Gen. Laws Ann.</i> ch. 140, § 32N	<i>Mass. Gen. Laws Ann.</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. Gen. Laws Ann.</i> ch. 150E, § 10(a)(4)	<i>Mass. Gen. Laws Ann.</i> ch. 150E, § 11	Public employer	Employee (public)
Military, Veterans, and State Defense Forces	Soldiers' Homes	<i>Mass. Gen. Laws Ann.</i> ch. 115A, § 15(b)	Not 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. Gen. Laws Ann.</i> ch. 149, § 6D	Not Identified	Employer	Employee
	Hazardous Substances Disclosure by Employers	<i>Mass. Gen. Laws Ann.</i> ch. 111F, § 13	<i>Mass. Gen. Laws Ann.</i> ch. 111F, § 13	Employer	Employee
	Smoke-Free Workplace Law	<i>Mass. Gen. Laws Ann.</i> ch. 270, § 22(k)	Not 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. Gen. Laws Ann.</i> ch. 111L, § 7(b)(i)	Not 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				
	Resident rights	<i>Mass. Gen. Laws Ann.</i> ch. 19D, § 9(10)	Not Identified	Not Identified	Resident

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Managers and staff	<i>Mass. Gen. Laws Ann. ch. 19D, § 15(c)</i>	<i>Mass. Gen. Laws Ann. ch. 19D, § 15(c)</i>	Assisted living residence	Employee or resident
	Elder Abuse	<i>Mass. Gen. Laws Ann. ch. 19A, § 15(d)</i>	Not Identified	Employer or supervisor	Employee or supervisee
	Office of the Child Advocate	<i>Mass. Gen. Laws Ann. ch. 18C, § 8</i>	<i>Mass. Gen. Laws Ann. ch. 18C, § 8</i>	Person	Person
	Protection and Care of Children, and Proceedings Against Them				
	Investigation of report of abuse	<i>Mass. Gen. Laws Ann. ch. 119, § 51B(o)</i>	<i>Mass. Gen. Laws Ann. ch. 119, § 51B(o)</i>	Employer	Mandated reporter
	Reporting of suspected abuse or neglect	<i>Mass. Gen. Laws Ann. ch. 119, § 51A(h)</i>	<i>Mass. Gen. Laws Ann. ch. 119, § 51A(h)</i>	Employer	Mandated reporter
	Reports of Abuse of Patients	<i>Mass. Gen. Laws Ann. ch. 111, § 72G</i>	<i>Mass. Gen. Laws Ann. ch. 111, § 72G</i>	Facility, home health agency or hospice program	Person
	Statewide Long Term Care Ombudsman	<i>Mass. Gen. Laws Ann. ch. 6A, § 16CC(h)</i>	<i>Mass. Gen. Laws Ann. ch. 6A, § 16CC(h)</i>	Long-term care facility, assisted living residence or other entity	Resident or employee of such facility, residence or entity
Transportation	Massachusetts Bay Transportation Authority	<i>Mass. Gen. Laws Ann. ch. 161A, § 25(ii)(a)</i>	Not Identified	Directors of the Massachusetts Bay Transportation Authority	Employee
	Transportation Network Drivers	<i>Mass. Gen. Laws Ann. ch. 150F, § 4(A)(10)</i>	<i>Mass. Gen. Laws Ann. ch. 150F, § 4(C)</i>	Transportation network company	Transportation network driver
Unemployment Benefits and Insurance	Unemployment Insurance Law ^b	<i>Mass. Gen. Laws Ann. ch. 151A, § 58A</i>	<i>Mass. Gen. Laws Ann. ch. 151A, § 58A</i>	Employer	Individual
Wages and Labor Standards	Massachusetts Equal Pay Act				
	Sex Discrimination - Wages	<i>Mass. Gen. Laws Ann. ch. 149, § 105A(c)(3)</i>	<i>Mass. Gen. Laws Ann. ch. 149, § 105A(b)</i>	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Sex Discrimination - Whistleblower	Mass. Gen. Laws Ann. ch. 149, §§ 105A, 105B	Not Identified	Employer	Employee
	Minimum Fair Wage Law	Mass. Gen. Laws Ann. ch. 151, § 19(1)	Mass. Gen. Laws Ann. 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	Mass. Gen. Laws Ann. ch. 149, § 105F(e)	Not Identified	Covered employer	Employee or applicant
	State Labor Relations Law				
	Domestic service employees	Mass. Gen. Laws Ann. ch. 150A, § 3A	Mass. Gen. Laws Ann. ch. 150A, § 3A	Employer	Individual employed in the domestic service of any family or person
	Unfair labor practices by employers	Mass. Gen. Laws Ann. ch. 150A, § 4(4)	Mass. Gen. Laws Ann. ch. 150A, § 6	Employer	Employee
	Wage and Hour	Mass. Gen. Laws Ann. ch. 149, § 148A	Mass. Gen. Laws Ann. ch. 149, § 150	Employer	Employee
Whistleblower Laws	Massachusetts Healthcare Whistleblower Act	Mass. Gen. Laws Ann. ch. 149, § 187(b)	Mass. Gen. Laws Ann. ch. 149, § 187(d)	Health care facility	Health care provider
	Massachusetts Whistleblower Act	Mass. Gen. Laws Ann. ch. 149, § 185(b)	Mass. Gen. Laws Ann. 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 *Massachusetts General Laws Annotated* available on Westlaw (current through ch. 65 of the 2025 1st Ann. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. Massachusetts false claims qui tam provisions: *Mass. Gen. Laws Ann.* ch. 12, §§ 5C-5D, 5L.
- b. 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. Gen. Laws Ann.* ch. 151A, § 58A4.

Table 23. Michigan

Subject	Title	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				
	Beer wholesalers and suppliers	<i>Mich. Comp. Laws Ann.</i> § 436.1403(3)(k)	<i>Mich. Comp. Laws Ann.</i> § 436.1403(28 to (33)	Supplier	Wholesaler
	Wholesaler of wine or mixed spirit drink	<i>Mich. Comp. Laws Ann.</i> § 436.1305(3)(k)	<i>Mich. Comp. Laws Ann.</i> § 436.1305(28) to (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)	<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)	Not Identified	Health facility or agency	Employee
	Report or complaint of violation	<i>Mich. Comp. Laws Ann.</i> § 333.20180(3)	Not 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, Veterans, and State Defense Forces	Michigan Code of Military Justice of 1980	<i>Mich. Comp. Laws Ann.</i> § 32.1132a	Not Identified	Individual subject to the Michigan Code of Military Justice of 1980	Individual

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Michigan Occupational Safety and Health Act				
	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
Safety, Protection, and Care for Vulnerable Groups	Nursing Homes	<i>Mich. Comp. Laws Ann.</i> § 333.21772	Not Identified	Owner, administrator, employee, or nursing home representative of a nursing home	Person
	Older Michigianians Act	<i>Mich. Comp. Laws Ann.</i> § 400.586j(1)	Not 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)	Not 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)	Not 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 Annotated* available on Westlaw (current through P.A.2025, No. 55, of the 2025 Reg. Sess., 103rd Leg.), and our previous

memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

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

Table 24. Minnesota

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Minnesota Human Rights Act	<i>Minn. Stat. Ann.</i> § 363A.15	<i>Minn. Stat. Ann.</i> §§ 363A.28, 363A.33	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.</i> § 326B.082, subd. 11(b)(8)	Not 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.</i> § 325B.10	<i>Minn. Stat. Ann.</i> § 325B.08	Brewer	Wholesaler
False Claims	Minnesota False Claims Act ^a	<i>Minn. Stat. Ann.</i> § 15C.145(a)	<i>Minn. Stat. Ann.</i> § 15C.145(b)	Not Identified	Employee, contractor, or agent
Education	Charter Schools	<i>Minn. Stat. Ann.</i> §§ 124E.12, subd. 1, 181.932	<i>Minn. Stat. Ann.</i> § 181.935	Charter school board	Employee
	Office of the Inspector General, Minnesota Department of Education	<i>Minn. Stat. Ann.</i> §§ 127A.21, subd. 7, 181.932	<i>Minn. Stat. Ann.</i> § 181.935	Employer	Employee or other individual
Family, Medical, and Personal Leave	Parenting Leave and Accommodations	<i>Minn. Stat. Ann.</i> § 181.9447, subd. 6	<i>Minn. Stat. Ann.</i> § 181.944	Employer	Person
Finance, Banking, Securities, and Insurance	Insurance Industry Trade Practices	<i>Minn. Stat. Ann.</i> § 72A.20, subd. 20	Not Identified	Insurance company	Insurance agent

Subject	Title	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	Not Identified	Employer (public)	State employee
Healthcare	Health Care Administrative Simplification Act	<i>Minn. Stat. Ann.</i> § 62J.536, subd. 2b(g)	Not 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)	Not 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	Not 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
	Residential tenant may not be penalized for complaint	<i>Minn. Stat. Ann.</i> § 504B.441	Not Identified	Not Identified	Residential 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
	Manufactured Home Park Lot Rentals	<i>Minn. Stat. Ann.</i> § 327C.12(a)	Not Identified	Park owner	Resident
Labor and Collective Bargaining	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	Title	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, Veterans, and State Defense Forces	Minnesota Code of Military Justice	<i>Minn. Stat. Ann.</i> § 192A.6015, subd. 2	Not 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	Not 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	Not 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, subd (11)(d)	Not 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	Not 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				

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Agency, facility, or program	<i>Minn. Stat. Ann.</i> § 245.94, subd. 3(a)	Not Identified	Agency, facility, or program	Client or person
	University of Minnesota Department of Psychiatry	<i>Minn. Stat. Ann.</i> § 245.94, subd. 3(b)	Not Identified	University	Person
	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				
	Complaints against recovery residences	<i>Minn. Stat. Ann.</i> § 254B.212, subd. 5 (<i>eff. Jan. 1, 2027</i>)	Not Identified	Not Identified	Recovery residence owner, operator, director, staff member, or resident
	Sober homes	<i>Minn. Stat. Ann.</i> § 254B.181, subd. 2(9), (10) (<i>repeal eff. Jan. 1, 2027</i>)	<i>Minn. Stat. Ann.</i> § 254B.181, subd. 4 (<i>repeal eff. Jan. 1, 2027</i>)	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	Not 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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
	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 Statutes Annotated* available on Westlaw (current with legislation from the 2025 Reg. and 1st Spec. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	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)	Not 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 West’s *Annotated Mississippi Code* available on Westlaw (current with laws from the 2025 Reg. and 1st Extraordinary Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 26. Missouri

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	Missouri Human Rights Act	<i>Mo. Ann. Stat.</i> § 213.070	<i>Mo. Ann. 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. Ann. Stat.</i> § 84.342(1)	<i>Mo. Ann. 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. Ann. Stat.</i> § 217.410(10)	Not 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. Ann. Stat.</i> § 160.263(5)	Not 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. Ann. Stat.</i> § 191.908	<i>Mo. Ann. Stat.</i> § 191.908(2)	Employer	Employee
Healthcare	Patients Rights	<i>Mo. Ann. Stat.</i> § 630.167(7)	Not Identified	Person who directs or exercises any authority in a residential facility, day program or specialized service	Patient, resident or client or employee
	Regulation of Abortion	<i>Mo. Ann. Stat.</i> § 188.105(1)(1)(c)	<i>Mo. Ann. Stat.</i> § 188.120	Employer	Person
	Standards for Hospitals, Ambulatory Surgical Centers, and Abortion Facilities	<i>Mo. Ann. Stat.</i> § 197.285(1), (2)	Not Identified	Supervisor or individual with authority to hire or fire in a hospital, ambulatory surgical center, or abortion facility supervisor or individual	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse	<i>Mo. Ann. Stat.</i> § 210.115(3)	Not Identified	Not Identified	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Nursing Home District Law	<i>Mo. Ann. Stat.</i> § 198.301	Not 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. Ann. Stat.</i> § 198.070 (11)	Not Identified	Person who directs or exercises any authority in a facility	Resident or employee
	Personal possessions of residents held in trust	<i>Mo. Ann. Stat.</i> § 198.090(14)	Not Identified	Person who directs or exercises any authority in a facility	Resident or employee
	Office of Child Advocate	<i>Mo. Ann. Stat.</i> § 37.730(2)	Not Identified	Not Identified	Recipient or employee the departments or courts
	Personal Care Assistance Services	<i>Mo. Ann. Stat.</i> § 208.912(11)	Not Identified	Person who directs or exercises any authority as a vendor, personal care attendant	Consumer
	Protective Services for Adults	<i>Mo. Ann. Stat.</i> § 192.2480(9)	Not Identified	Person who directs or exercises any authority in an in-home services provider agency	In-home services client or employee
	State Ombudsman for Long-Term Care Facility Residents	<i>Mo. Ann. Stat.</i> § 192.2315(2)	Not Identified	Not Identified	Resident or employee of a long-term care facility
Unemployment Benefits and Insurance	Missouri Employment Security Law	<i>Mo. Ann. Stat.</i> § 288.375	<i>Mo. Ann. Stat.</i> § 288.375(2)	Employer	Employee
Whistleblower Laws	Missouri Whistleblower Law	<i>Mo. Ann. Stat.</i> § 105.055(3)	<i>Mo. Ann. Stat.</i> § 105.055(5), (7)	Supervisor or appointing authority of public employer	Public employees

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Whistleblower's Protection Act	<i>Mo. Ann. Stat.</i> § 285.575	<i>Mo. Ann. Stat.</i> § 285.575(5) to (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 *Vernon's Annotated Missouri Statutes* available on Westlaw (current through the end of the 2025 1st Reg. and 1st and 2d Extraordinary Sess. of the 103rd Gen. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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. Ann. Stat.* § 191.905(14).

Table 27. Montana

Subject	Title	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	Not 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 and Professional Licensing	Licensing Complaint Investigations	<i>Mont. Code Ann.</i> § 37-1-149	Not Identified	Licensee	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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
	Montana Occupational Safety and Health Act	<i>Mont. Code Ann.</i> § 50-71-123	Not Identified	Public sector employer	Public sector employee
Safety, Protection, and Care for Vulnerable Groups	Montana Long-Term Care Residents' Bill of Rights	<i>Mont. Code Ann.</i> § 50-5-1104(e)	Not Identified	Not Identified	Resident
Whistleblower Laws	Montana's Code of Ethics	<i>Mont. Code Ann.</i> § 2-2-145(1)	<i>Mont. Code Ann.</i> § 2-2-145(2) to (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
	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 the *West's Montana Code Annotated* and Montana session laws available on Westlaw and other secondary sources. January 2024. Updated using the *West's Montana Code Annotated* available on Westlaw (current through the end of the 2025 Reg. Sess. of the Montana Leg., with the exception of S.B. 437), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

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

Table 28. Nebraska

Subject	Title	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	Not Identified	Not Identified	Not Identified	Not Identified
Crime and Law Enforcement	Crush Transnational Repression in Nebraska Act	<i>Neb. Rev. Stat. Ann.</i> § 28-1904(1)(b), (2)(b)(iv)	Not Identified	Person	Person
	Office of Inspector General of the Nebraska Correctional System Act				
	Cooperation with office	<i>Neb. Rev. Stat. Ann.</i> § 50-1908(2)(d)	Not Identified	Owners, operators, or managers	Employee
	Prohibited personnel actions	<i>Neb. Rev. Stat. Ann.</i> § 50-1919	Not Identified	Person who has authority to recommend, approve, direct, or otherwise take or affect personnel action	Employee
	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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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	<i>Neb. Rev. Stat. Ann.</i> § 48-3805(2)	Not Identified	Employer	Employee or former employee
Government	Office of Public Counsel Act	<i>Neb. Rev. Stat. Ann.</i> § 50-2016(1)	Not Identified	Not Identified	Employee (public)
	State Administrative Departments	<i>Neb. Rev. Stat. Ann.</i> § 81-1395(3)	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, direct, or otherwise take or affect personnel action	Employee (public)
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)	Not 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
	Nebraska Fair Housing Act	<i>Neb. Rev. Stat. Ann.</i> §§ 20-309, 20-326, 20-344	<i>Neb. Rev. Stat. Ann.</i> §§ 20-337, 20-342	Not Identified	Person
	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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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)	Not 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)	Not Identified	Person	Officer or employee of a long-term care facility or governmental agency or against any resident, resident representative, or family member of a resident
	Office of Inspector General of Nebraska Child Welfare Act				
	Cooperation with Office of Inspector General of Nebraska Child Welfare	<i>Neb. Rev. Stat. Ann.</i> § 50-1808(2)(d)	Not Identified	Owners, operators, or managers	Employee
	Disclosure of information by employee	<i>Neb. Rev. Stat. Ann.</i> § 50-1819	Not 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Workplace Privacy Act	Neb. Rev. Stat. Ann. § 48-3505	Neb. Rev. Stat. Ann. § 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 *West's Revised Statutes of Nebraska Annotated* available on Westlaw (current through the end of the 1st Reg. Sess. of the 109th Leg. (2025)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

- a. Nebraska's Foreign Adversary Contracting Prohibition Act provides that if an individual acting as a whistleblower reports a suspected violation 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).

Table 29. Nevada

Subject	Title	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				
	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
	Racial profiling	<i>Nev. Rev. Stat. Ann.</i> § 289.820(1), (2)	<i>Nev. Rev. Stat. Ann.</i> § 289.120	Not Identified	Peace officer
	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
	Use of Force by Police Officers	<i>Nev. Rev. Stat. Ann.</i> § 193.308(3), (4)(b)	Not Identified	Member of a law enforcement agency	Peace officer
Education	Aversive Intervention and Restraint on Students with Disabilities				
	Retaliation prohibited, private school	<i>Nev. Rev. Stat. Ann.</i> § 394.377	Not Identified	Officer, administrator or employee of a private school	Person
	Retaliation prohibited, public school	<i>Nev. Rev. Stat. Ann.</i> § 388.511	Not Identified	Officer, administrator or employee of a public school	Person
	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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Interscholastic Activities	2025 Nevada Laws ch. 261 § 2 (A.B. 184, 2025)	Not Identified	Nevada Interscholastic Activities Association	School or person
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	Not 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)	Not Identified	City	Employee (public)
	Counties	<i>Nev. Rev. Stat. Ann.</i> § 244.159(3)	Not Identified	County	Employee (public)
Healthcare	Board of Medical Examiners	<i>Nev. Rev. Stat. Ann.</i> § 630.364(3)	Not Identified	Board of Medical Examiners	Licensee
	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	Not 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Physicians, Physician Assistants, Medical Assistants, Perfusionists and Practitioners of Respiratory Care	<i>Nev. Rev. Stat. Ann.</i> § 630.415	<i>Nev. Rev. Stat. Ann.</i> § 630.417	Physician or any agent or employee thereof	practical nurse, nursing assistant or medication aide - certified Employee of the physician or a person acting on behalf of the employee; 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	Not 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(12)	Not 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	Facilities for Persons with Intellectual Disabilities and Developmental Disabilities	<i>Nev. Rev. Stat. Ann.</i> § 435.615	Not Identified	Officer, director or employee of a facility	Person
	Home Care Programs	<i>Nev. Rev. Stat. Ann.</i> § 608.690(1)(c)	Not Identified	Home care employer	Home care employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Mental Health Facilities	<i>Nev. Rev. Stat. Ann.</i> § 433.536	Not Identified	Officer, director or employee of a facility	Person
	State Long-Term Care Ombudsman	<i>Nev. Rev. Stat. Ann.</i> § 427A.138(1)	Not Identified	Officer, director or employee of a facility for long-term care, day care center, facility for long-term rehabilitation or provider of living arrangement services	Person
Wages and Labor Standards	Break Times to Express Breast Milk	<i>Nev. Rev. Stat. Ann.</i> § 608.0193(4)	Not Identified	Employer	Employee
	Compensation, Wages and Hours	<i>Nev. Rev. Stat. Ann.</i> § 608.015	Not 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.</i> art. 15, § 16(6)	<i>Nev. Const.</i> art. 15, § 16(7)	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 West’s *Nevada Revised Statutes Annotated* available on Westlaw (current through legislation of the 83rd Reg. Sess. (2025) and through ch. 13 of the 36th Special Sess. (2025)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	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)	Not 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)	Not 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	Not 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)	Not 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)	Not Identified	Facility or government agency	Officer or employee of a facility or government agency; resident of a

Subject	Title	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)	Not 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	Not Identified	Employer	Employee
Whistleblower Laws	Whistleblowers Protection Act				
	Protection of employees reporting violations	<i>N.H. Rev. Stat. Ann.</i> § 275-E:2(1)	<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 *New Hampshire Revised Statutes Annotated* available on Westlaw (current through ch. 305 of the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. 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.
- b. 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)).
- c. Tenant may raise defense of retaliatory eviction in any possessory action for residential property. *N.H. Rev. Stat. Ann.* § 540:13-a.

Table 31. New Jersey

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Law Against Discrimination	<i>N.J. Stat. Ann.</i> § 10:5-12(d)	<i>N.J. Stat. Ann.</i> §§ 10:5-12.11, 10:5-13	Person	Person
Buildings and Construction	Construction Industry Independent Contractor Act	<i>N.J. Stat. Ann.</i> § 34:20-9	Not Identified	Employer or other party	Person
	Ski Lift Safety Act	<i>N.J. Stat. Ann.</i> § 34:4A-13	<i>N.J. Stat. Ann.</i> § 34:4A-13	Operator	Employee
Crime and Law Enforcement	Dignity for Incarcerated Primary Caretaker Parents Act	<i>N.J. Stat. Ann.</i> § 52:27EE-28.5(a)	Not Identified	Not Identified	Department employee, subcontractor, or volunteer, an inmate, or a family member or representative of an inmate
	Inmate Abuse Reports	<i>N.J. Stat. Ann.</i> § 30:1B-42(b)	Not Identified	Not Identified	Person
Environment and Natural Resources	Site Remediation Reform Act	<i>N.J. Stat. Ann.</i> § 58:10C-26(a)-(b)	Not Identified	Person	Licensed site remediation professional
False Claims	New Jersey False Claims Act ^a	<i>N.J. Stat. Ann.</i> § 2A:32C-10(b)	<i>N.J. Stat. Ann.</i> § 2A:32C-10(c)	Not identified	Employee, contractor, or agent
Family, Medical, and Personal Leave	Family Leave Act	<i>N.J. Stat. Ann.</i> § 34:11B-9(c)	<i>N.J. Stat. Ann.</i> §§ 34:11B-11 to 34:11B-12	Person	Individual
	Sick Leave	<i>N.J. Stat. Ann.</i> § 34:11D-4(a)	<i>N.J. Stat. Ann.</i> §§ 34:11D-4(d), 34:11-56a24	Employer	Employee
Finance, Banking, Securities, and Insurance	Life and Health Insurance Code	<i>N.J. Stat. Ann.</i> § 17B:25-18.5(a)	Not Identified	Officer or employee of the Department of Banking and Insurance (public)	Person
Healthcare	Health Care Facilities Planning Act	<i>N.J. Stat. Ann.</i> § 26:2H-5.21	Not Identified	Covered health care facility	Health care worker
	Residential Health Care Facilities	<i>N.J. Stat. Ann.</i> § 30:11A-10(d)	Not Identified	Owner, operator, or employee of a residential health care facility	Resident

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	Fair Chance in Housing Act	<i>N.J. Stat. Ann.</i> § 46:8-61	<i>N.J. Stat. Ann.</i> §§ 46:8-61, 46:8-63	Person, housing provider	Person
	Fair Eviction Notice Act	<i>N.J. Stat. Ann.</i> § 2A:42-10.10(b)	<i>N.J. Stat. Ann.</i> § 2A:42-10.10	Landlord	Tenant
	Rooming and Boarding House Act of 1979	<i>N.J. Stat. Ann.</i> § 55:13B-14(b)	<i>N.J. Stat. Ann.</i> § 55:13B-21	Owner, operator or employee	Resident
Labor and Collective Bargaining	New Jersey Employer-Employee Relations Act	<i>N.J. Stat. Ann.</i> § 34:13A-5.4(a)(4)	<i>N.J. Stat. Ann.</i> § 34:13A-5.4(c), (d), (f)	Public employers their representatives or agents	Employee (public)
Occupational Health and Safety	Public Employees Occupational Safety and Health Act	<i>N.J. Stat. Ann.</i> § 34:6A-45(a)	<i>N.J. Stat. Ann.</i> § 34:6A-45(b)	Person	Employee (public)
	Worker and Community Right to Know Act				
	Discharge or penalizing of employee for exercising rights	<i>N.J. Stat. Ann.</i> §§ 34:5A-16(b), 34:5a-17(a)	<i>N.J. Stat. Ann.</i> § 34:5A-23	Employer	Employee or employee representative
Safety, Protection, and Care for Vulnerable Groups	Discrimination against complaining employee	<i>N.J. Stat. Ann.</i> § 34:5A-42	Not Identified	Employer	Employee
	Abused Child-Reports and Protective Custody	<i>N.J. Stat. Ann.</i> § 9:6-8.13	<i>N.J. Stat. Ann.</i> § 9:6-8.13	Not Identified	Person
	Adult Protective Services Act	<i>N.J. Stat. Ann.</i> § 52:27D-409(d)	Not Identified	Employer or person	Individual
	Bill of Rights for Continuing Care Retirement Community Residents in Independent Living	<i>N.J. Stat. Ann.</i> § 52:27D-360.3(g)	Not Identified	Not Identified	Residents
	Continuing Care Retirement Community Regulation and Financial Disclosure Act	<i>N.J. Stat. Ann.</i> § 52:27D-345(a)	Not 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Developmentally Disabled Rights Act	<i>N.J. Stat. Ann.</i> § 30:6D-80	<i>N.J. Stat. Ann.</i> § 30:6D-80	Not Identified	Person
	State Long-Term Care Ombudsman	<i>N.J. Stat. Ann.</i> § 52:27G-14(a)	Not Identified	Facility or government agency	Officer or employee of a facility or government 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. Ann.</i> § 34:11-56.6	<i>N.J. Stat. Ann.</i> §§ 34:11-56.8, 34:11-58(a)	Employer	Employee
	Disclosing Violations of State Wage, Benefit and Tax Laws	<i>N.J. Stat. Ann.</i> § 34:1A-1.14(b)	<i>N.J. Stat. Ann.</i> § 34:1A-1.14(c)	Employer	Employee
	Domestic Workers' Wage Protections and Workplace Rights	<i>N.J. Stat. Ann.</i> § 34:11-77(d)	<i>N.J. Stat. Ann.</i> § 34:11-79(h)	Hiring entity or person	Domestic worker or person
	Minimum Wage	<i>N.J. Stat. Ann.</i> § 34:11-56a24	<i>N.J. Stat. Ann.</i> §§ 34:11-56a25, 34:11-58(a)	Employer	Employee
	Misclassifying Employees	<i>N.J. Stat. Ann.</i> § 34:1A-1.19(b)	<i>N.J. Stat. Ann.</i> § 34:1A-1.19(c)	Employer	Employee
	New Jersey State Wage and Hour Law	<i>N.J. Stat. Ann.</i> § 34:11-56a24(a)	<i>N.J. Stat. Ann.</i> §§ 34:11-56a24, 34:11-58(a)	Employer	Employee
	New Jersey Wage Payment Law	<i>N.J. Stat. Ann.</i> § 34:11-4.10(a)	<i>N.J. Stat. Ann.</i> §§ 34:11-4.10(a), 34:11-58(a)	Employer	Employee
	Personal Social Media Accounts	<i>N.J. Stat. Ann.</i> § 34:6B-8(b) to (d)	Not Identified	Employer	Individual
	Temporary Workers	<i>N.J. Stat. Ann.</i> § 34:8D-10(b)	<i>N.J. Stat. Ann.</i> § 34:8D-11	Temporary help service firm or third-party client or agent of a temporary help service firm or third-party client	Temporary laborer

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Wages for Workers at Covered Airports or Related Locations	<i>N.J. Stat. Ann.</i> § 34:11-56.66	<i>N.J. Stat. Ann.</i> § 34:11-58(a)	Contractor or subcontractor, or covered airport or related location employer	Worker
	Waterfront Wage Standards	<i>N.J. Stat. Ann.</i> § 34:11-56.87	<i>N.J. Stat. Ann.</i> §§ 34:11-56.88, 34:11-58(a)	Waterfront employer	Longshoreman
	Worker Freedom from Employer Intimidation Act	<i>N.J. Stat. Ann.</i> § 34:19-12	<i>N.J. Stat. Ann.</i> § 34:19-13	Employer or employer's agent, representative or designee	Employee
Whistleblower Laws	Civil Service Act	<i>N.J. Stat. Ann.</i> § 11A:2-24	<i>N.J. Stat. Ann.</i> § 11A:2-24	Appointing authority (public)	Employee in the career, senior executive or unclassified service (public)
	Conscientious Employee Protection Act	<i>N.J. Stat. Ann.</i> § 34:19-3(a), (b)	<i>N.J. Stat. Ann.</i> § 34:19-5	Employer	Employee
Workers' Compensation	Worker's Compensation Law	<i>N.J. Stat. Ann.</i> § 34:15-39.1	<i>N.J. Stat. Ann.</i> § 34:15-39.1	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 Statutes Annotated* available on Westlaw (current with laws through L.2025, c. 176 and J.R. No. 12), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

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

Table 32. New Mexico

Subject	Title	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)	Not Identified	Person	Student or parent
Environment and Natural Resources	Mining Safety Act	<i>N.M. Stat. Ann.</i> § 69-8-17	Not 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	Not 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)	Not Identified	State agency or public school	Eligible employee
Government	State Ethics Commission Act	<i>N.M. Stat. Ann.</i> § 10-16G-16	Not Identified	Person	Person
Healthcare	Safe Harbor for Nurses Act	<i>N.M. Stat. Ann.</i> § 61-3A-3(D)	Not 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)	Not Identified	Children, Youth and Families Department	Family child care provider

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Occupational and Professional Licensing	Uniform Licensing Act	<i>N.M. Stat. Ann.</i> § 61-1-7(G)	Not Identified	Party	Person
Occupational Health and Safety	Dee Johnson Clean Indoor Air Act	<i>N.M. Stat. Ann.</i> § 24-16-19(A)	Not Identified	Person or employer	Employee, applicant for employment or patron
	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
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services Act	<i>N.M. Stat. Ann.</i> § 27-7-19(F)	Not 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)	Not Identified	Person	Resident, employee, or person
Wages and Labor Standards	Resident Abuse and Neglect Act	<i>N.M. Stat. Ann.</i> § 30-47-9(E)	Not Identified	Facility	Person
	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
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 *West's New Mexico Statutes Annotated* available on Westlaw (current through chs. effective December 31, 2025 of the 2025 1st Reg. Sess., and the 1st Spec. Sess. of the 57th Leg. (2025)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	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)	Not 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 to 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 to 298	Person	Person
	Employment discrimination	<i>N.Y. Exec. Law</i> § 296(1)(e)	<i>N.Y. Exec. Law</i> §§ 297 to 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 to 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 to 298	Employer	Intern
	Unlawful practices	<i>N.Y. Exec. Law</i> § 296(3-a)(c)	<i>N.Y. Exec. Law</i> §§ 297 to 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)	Not Identified	State Department of Corrections and Community Supervision or other state agency	Anyone
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	Title	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	Not Identified	School district or school district employee	School employee
	Reporting illegal or inappropriate financial practices	<i>N.Y. Educ. Law</i> § 3028-d	Not 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) to (5), 741(4)	Employer	Employee
	Health Maintenance Organizations				
	Prohibited conduct	<i>N.Y. Pub. Health Law</i> § 4406-c(3)	Not Identified	Health care plan	Health care provider
	Grievance procedures	<i>N.Y. Pub. Health Law</i> § 4408-a(13)	Not Identified	Organization	Enrollee
	Hospitals	<i>N.Y. Pub. Health Law</i> § 2805-b(h)	Not Identified	General hospital	Healthcare practitioner
	Insurance Law				
	Insurance contracts	<i>N.Y. Ins. Law</i> § 3217-b(b)	Not Identified	Insurer	Health care provider

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Managed care health insurance contracts	<i>N.Y. Ins. Law</i> § 4802(m)	Not Identified	Insurer	Insured
	Non-profit medical and dental indemnity, or health and hospital service corporations	<i>N.Y. Ins. Law</i> § 4325(b)	Not 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) to (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 to 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) to (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) to (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) to (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 to 707	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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) to (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)	Not Identified	Employer (public)	Employee (public)
Public Utilities	Public Service Law	<i>N.Y. Pub. Serv. Law</i> § 25-a(11)	Not 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)	Not 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 to 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 to 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 to 741	Employers	Employees of facilities, programs and providers operated, licensed, certified, authorized or funded by the Office of Mental Health

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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
	Residential Programs for Adults	<i>N.Y. Soc. Serv. Law</i> § 461-a(3)(a)	Not 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
Transportation	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> § 6405(5)(b) ^b	Not 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
	New York State Fashion Workers Act	<i>N.Y. Lab. Law</i> § 1038(9)	<i>N.Y. Lab. Law</i> § 1038(9), <i>N.Y. Lab. Law</i> § 215	Client, model management company, or model management group	Modl
	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
	Psychological Stress Evaluators and Employment	<i>N.Y. Lab. Law</i> § 736	<i>N.Y. Lab. Law</i> § 738	Not Identified	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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)	Not Identified	Employer	Employee
Whistleblower Laws	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
	Public Authorities	<i>N.Y. Pub. Auth. Law</i> § 2857	Not 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. Updated using *McKinney's Consolidated Laws of New York Annotated* available on Westlaw (current through L. 2025 chs. 1 to 713), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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*, Port of New York Authority 154/21 § 1 art. IV(5)(b). Legislative notes provide this legislation becomes effective when the state of New Jersey enacts legislation having an identical effect. CRS did not identify an identical New Jersey statute.

Table 34. North Carolina

Subject	Title	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. Ann.</i> § 126-17	<i>N.C. Gen. Stat. Ann.</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. Ann.</i> § 95-241	<i>N.C. Gen. Stat. Ann.</i> §§ 95-242 to 95-243	Person	Employee
	Persons with Disabilities Protection Act	<i>N.C. Gen. Stat. Ann.</i> § 168A-10(a)	<i>N.C. Gen. Stat. Ann.</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. Ann.</i> § 18B-1209	<i>N.C. Gen. Stat. Ann.</i> § 18B-1207	Winery	Wholesaler
Crime and Law Enforcement	Methamphetamine Lab Prevention Act of 2005	<i>N.C. Gen. Stat. Ann.</i> § 90-113.57	Not Identified	Retailer	Employee
Education	Biological Sex-Specific Athletic Teams	<i>N.C. Gen. Stat. Ann.</i> § 116-402(b)	<i>N.C. Gen. Stat. Ann.</i> § 116-402(d)	Institution of higher education, athletic association, or other organization	Student
	Discipline	<i>N.C. Gen. Stat. Ann.</i> § 115C-391.1(j)(5)	Not 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. Ann.</i> § 115C-407.59(c)	<i>N.C. Gen. Stat. Ann.</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. Ann.</i> § 115C-326.20(b), (c)	Not Identified	School personnel	Person
	Reporting Sexual Harassment	<i>N.C. Gen. Stat. Ann.</i> § 115C-335.5(b)	Not 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. Ann.</i> § 1-613	<i>N.C. Gen. Stat. Ann.</i> § 1-613	Not Identified	Employee, contractor, or agent
	Medical Assistance Provider False Claims Act	<i>N.C. Gen. Stat. Ann.</i> § 108A-70.10(b)	<i>N.C. Gen. Stat. Ann.</i> § 108A-70.15(b)	Employer	Employee

Subject	Title	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. Ann.</i> § 143-162.10	Not 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. Ann.</i> § 128-38.6(b)	<i>N.C. Gen. Stat. Ann.</i> § 128-38.6(b)	Participating local employer (public)	Employee (public)
	State Health Plan for Teachers and State Employees	<i>N.C. Gen. Stat. Ann.</i> § 135-48.15(b)	<i>N.C. Gen. Stat. Ann.</i> § 135-48.15(c), (d)	Employer (public)	Employee (public)
Housing and Real Property	Retaliatory Eviction	<i>N.C. Gen. Stat. Ann.</i> § 42-37.1(a)(2)	Not Identified ^c	Landlord	Tenant
Occupational Health and Safety	Hazardous Chemicals Right to Know Act	<i>N.C. Gen. Stat. Ann.</i> § 95-196	<i>N.C. Gen. Stat. Ann.</i> § 95-195	Employer	Employee at the facility
Safety, Protection, and Care for Vulnerable Groups	Adult Home Care	<i>N.C. Gen. Stat. Ann.</i> § 131D-21(11)	Not Identified	Not Identified	Resident
	Long-Term Care Ombudsman Program	<i>N.C. Gen. Stat. Ann.</i> § 143B-181.23	Not 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. Ann.</i> § 122C-18	Not Identified	Anyone	Person, provider, facility
Unemployment Benefits and Insurance	Employment Security Law	<i>N.C. Gen. Stat. Ann.</i> § 96-15.1(a)	<i>N.C. Gen. Stat. Ann.</i> § 96-15.1(b)	Person	Person
Whistleblower Laws	North Carolina Whistleblower Act				
	Protection from retaliation (by individuals exercising supervisory authority)	<i>N.C. Gen. Stat. Ann.</i> § 126-85(a)	<i>N.C. Gen. Stat. Ann.</i> §§ 126-86 to 126-87	Head of any State department, agency, or institution or other State employee exercising supervisory authority	State employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Protection from retaliation (by employees)	<i>N.C. Gen. Stat. Ann.</i> § 126-85(a1)	<i>N.C. Gen. Stat. Ann.</i> §§ 126-86 to 126-87	State employee	State 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 *West’s North Carolina General Statutes Annotated* available on Westlaw (current through S.L. 2025-97 of the 2025 Reg. Sess. of the Gen. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. *N.C. Gen. Stat. Ann.* § 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. Ann.* § 1-608 to 1-612.
- c. Tenant may raise affirmative defense of retaliatory eviction in an action for summary ejection. *N.C. Gen. Stat. Ann.* § 42-37.1(b).

Table 35. North Dakota

Subject	Title	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 Ann.</i> § 5-04-10	<i>N.D. Cent. Code Ann.</i> § 5-04-08	Brewer	Wholesaler
Anti-discrimination Laws	Human Rights	<i>N.D. Cent. Code Ann.</i> § 14-02.4-18	<i>N.D. Cent. Code Ann.</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 Ann.</i> § 15.1-41-04(2)	<i>N.D. Cent. Code Ann.</i> § 15.1-41-04(2)	School or athletic association or organization	Student
	Institution of higher education	<i>N.D. Cent. Code Ann.</i> § 15-10.6-04(2)	<i>N.D. Cent. Code Ann.</i> § 15-10.6-04(2)	Institution or athletic association or organization	Student
False Claims	Insurance Fraud ^a	Not Identified	Not Identified	Not Identified	Not Identified
	Medicaid Fraud Control Unit	<i>N.D. Cent. Code Ann.</i> § 50-24.8-08(1)	<i>N.D. Cent. Code Ann.</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 Ann.</i> § 26.1-04-03(18)	Not Identified	Entity	Health care provider
Labor and Collective Bargaining	North Dakota Labor-Management Relations Act	<i>N.D. Cent. Code Ann.</i> § 34-12-03(1)(d)	<i>N.D. Cent. Code Ann.</i> §§ 28-32-01 to 28-32-55, 34-12-10	Employer	Employee
Occupational Health and Safety	Smoking Restrictions	<i>N.D. Cent. Code Ann.</i> § 23-12-10(5)	Not 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 Ann.</i> § 50-25.1-09.1(1)	<i>N.D. Cent. Code Ann.</i> § 50-25.1-09.1(2)	Employer	Employee
	Long-Term Care Ombudsmen	<i>N.D. Cent. Code Ann.</i> § 50-10.1-05	Not Identified	long-term care facility, and its agents	Resident, employee, or any other person
	Mental and Physical Illness or Disability - Committee on Protection and Advocacy	<i>N.D. Cent. Code Ann.</i> § 25-01.3-05(1)	Not Identified	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Rights of Health Care Facility Residents	<i>N.D. Cent. Code Ann. § 50-10.2-02(4)</i>	Not Identified	Facility	Resident
	Vulnerable Adult Protection Services	<i>N.D. Cent. Code Ann. § 50-25.2-11(1)</i>	<i>N.D. Cent. Code Ann. § 50-25.2-11(2)</i>	Employer	Employee
Wages and Labor Standards	Equal Pay for Men and Women	<i>N.D. Cent. Code Ann. § 34-06.1-03(4)</i>	<i>N.D. Cent. Code Ann. § 34-06.1-05</i>	Employer	Employee
	Minimum Wage Hours	<i>N.D. Cent. Code Ann. § 34-06-18</i>	Not Identified	Employer	Employee
Whistleblower Laws	Public Employees Relations Act	<i>N.D. Cent. Code Ann. § 34-11.1-04(1), (2)</i>	<i>N.D. Cent. Code Ann. § 34-11.1-04(3) to (5)</i>	Not Identified	Employee (public)
	Whistleblower Protection Act	<i>N.D. Cent. Code Ann. § 34-01-20(1)</i>	<i>N.D. Cent. Code Ann. § 34-01-20(3), (4)</i>	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 West's *North Dakota Century Code Annotated* available on Westlaw (current with legislation effective from the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- 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 Ann. § 26.1-02.1-05.1(5)*.

Table 36. Ohio

Subject	Title	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	Not Identified	Care facility	Person
	Payments to Healthcare Providers	<i>Ohio Rev. Code Ann.</i> § 3901.3810(B)	Not 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	Title	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	Not 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)	Not Identified	Employer or person with authority to take certain actions	Employee
	Child Care Homes	<i>Ohio Rev. Code Ann.</i> § 5104.10	Not 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)	Not 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	Title	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), (E)	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 Baldwin's *Ohio Revised Code Annotated* available on Westlaw (current through Files 1 through 29, 31 through 42, 45 through 50, and 52 through 55 of the 136th Gen. Assemb. (2025-2026), and 2025 Statewide Issue No. 2 (May election) (2024 H.J.R. No. 8)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 37. Oklahoma

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Oklahoma Anti-Discrimination Act	<i>Okla. Stat. Ann.</i> tit. 25, § 1601	<i>Okla. Stat. Ann.</i> tit. 25, §§ 1502 to 1506.8	Person	Person
Education	Oklahoma School Code	<i>Okla. Stat. Ann.</i> tit. 70, § 6-101.6b(B), (C)	Not Identified	School district	Teacher or support employee
	Save Women’s Sports Act	<i>Okla. Stat. Ann.</i> tit. 70, § 27-106(E)(3)	<i>Okla. Stat. Ann.</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. Ann.</i> tit. 63, § 5053.5(E)	<i>Okla. Stat. Ann.</i> tit. 63, § 5053.5(E)	Not Identified	Employee, contractor or agent
Government	County Fire Protection Districts	<i>Okla. Stat. Ann.</i> tit. 19, § 901.30-1(7)(a)(4)	<i>Okla. Stat. Ann.</i> tit. 19, § 901.30-2.2	Corporate authorities	Firefighter
	Municipal Fire and Police Arbitration	<i>Okla. Stat. Ann.</i> tit. 11, § 51-102(6a)(4)	<i>Okla. Stat. Ann.</i> tit. 11, § 51-104b	Corporate authorities	Police officer or firefighter
Military, Veterans, and State Defense Forces	Oklahoma Uniform Code of Military Justice	<i>Okla. Stat. Ann.</i> tit. 44, § 932 (art. 132)	Not Identified	Any person subject to the Oklahoma Uniform Code of Military Justice	Person
	Oklahoma Uniformed Services Employment and Reemployment Rights Act	<i>Okla. Stat. Ann.</i> tit. 44, § 4311(B)	<i>Okla. Stat. Ann.</i> tit. 44, §§ 4322 to 4323	Employer	Person
Occupational Health and Safety	Occupational Health and Safety Standards Act of 1970	<i>Okla. Stat. Ann.</i> tit. 40, § 403(B)	<i>Okla. Stat. Ann.</i> tit. 40, § 410	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Group Homes for Persons with Developmental or Physical Disabilities Act				
	Prohibited acts	<i>Okla. Stat. Ann.</i> tit. 10, § 1430.31(A)(5)	<i>Okla. Stat. Ann.</i> tit. 10, § 1430.8	Person	Resident or employee
	Report of abuse, neglect or exploitation	<i>Okla. Stat. Ann.</i> tit. 10, § 1430.8(F)	<i>Okla. Stat. Ann.</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. Ann.</i> tit. 63, § 1-2215(B)	Not Identified	Person	Resident or employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Nursing Home Care Act				
	Prohibited acts	<i>Okla. Stat. Ann.</i> tit. 63, § 1-1916(A)(5)	<i>Okla. Stat. Ann.</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. Ann.</i> tit. 63, § 1-1939(F)	<i>Okla. Stat. Ann.</i> tit. 63, § 1-1939(B), (C)	Licensee or its agents or employees	Resident, a resident's guardian or an employee or agent
	Office of Juvenile System Oversight	<i>Okla. Stat. Ann.</i> tit. 10, § 601.6(6)	Not Identified	Employee of the Department of Human Services or a child-placing agency	Foster parent
	Oklahoma Children's Code				
	Allegations against employees of Department or child-placing agency by foster parent	<i>Okla. Stat. Ann.</i> tit. 10A, § 1-9-117(A)(1)	<i>Okla. Stat. Ann.</i> tit. 10A, § 1-9-120(E)	Employee of the Department of Human Services or of a child-placing agency	Foster parent
	Child abuse reports	<i>Okla. Stat. Ann.</i> tit. 10A, § 1-2-101(B)(5)	<i>Okla. Stat. Ann.</i> tit. 10A, § 1-2-101(B)(5)	Employer, supervisor, administrator, governing body or entity	Employee or person
	Office of Client Advocacy	<i>Okla. Stat. Ann.</i> tit. 10A, § 1-9-112(D)	Not Identified	Employee of the Department of Human Services or of a child-placing agency	Foster parent
	Protective Services for Vulnerable Adults Act				
	Persons required to report abuse	<i>Okla. Stat. Ann.</i> tit. 43A, § 10-104(H) (ver. 1) ^b	<i>Okla. Stat. Ann.</i> tit. 43A, § 10-104(H) (ver. 1)	Employer	Employee
	Persons required to report abuse	<i>Okla. Stat. Ann.</i> tit. 43A, § 10-104(K) (ver. 2) ^c	<i>Okla. Stat. Ann.</i> tit. 43A, § 10-104(K) (ver. 2)	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Residential Care Act	<i>Okla. Stat. Ann.</i> tit. 63, § 1-832(A)(5)	Not Identified	Person	Resident or employee
	Trafficking in Children	<i>Okla. Stat. Ann.</i> tit. 21, § 870(A)(2)	<i>Okla. Stat. Ann.</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. Ann.</i> tit. 40, § 199(A)	Not Identified	Employer or agent	Employee
Workers' Compensation	Administrative Workers' Compensation Act	<i>Okla. Stat. Ann.</i> tit. 85A, § 7(A)	<i>Okla. Stat. Ann.</i> tit. 85A, § 7(B) to (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 Westlaw (current with legislation of the 1st Reg. Sess. of the 60th Leg. (2025)), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. Oklahoma Medicaid False Claims Act qui tam provisions: *Okla. Stat. Ann.* tit. 63, §§ 5053.3 to 5053.5.
- b. Oklahoma enacted two statutes with identical section numbers in title 43A, sec. 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 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. Ann.* tit. 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. Ann.* tit. 43A, § 10-104 (ver. 2).
- c. *Id.*

Table 38. Oregon

Subject	Title	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(g)	<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	Not 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	Family and Medical Leave Insurance	<i>Or. Rev. Stat. Ann.</i> § 657B.070(1)(c)	<i>Or. Rev. Stat. Ann.</i> § 657B.070(2)	Employer	Employee
	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	Not Identified	Employer	Employee member of the Oregon Disabilities Commission
Healthcare	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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Hospital Nurses				
	Retaliation	<i>Or. Rev. Stat. Ann.</i> § 441.181	<i>Or. Rev. Stat. Ann.</i> § 441.183	Hospital	Nursing staff
	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
	Management Services Organization or Professional Medical Entity	S.B. 951 § 8 (Or. 2025)	Not Identified	Management services organization or a professional medical entity	Medical licensee
	Pharmacy Benefit Managers	<i>Or. Rev. Stat. Ann.</i> § 735.536(2)(f)(C)	Not Identified	Pharmacy benefit manager	Network pharmacy
Housing and Real Property	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
	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 and Collective Bargaining	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)	Not Identified	Public employer	Individual
	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)
Narcotics and Controlled Substances	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),	Licensee	Employee of licensee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
			<i>Or. Rev. Stat. Ann.</i> ch. 659A		
	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
Occupational Health and Safety	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
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)	Not 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)	Not 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	Not 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)	Not Identified	Official or employee of a long-term care facility	Anyone
	Long Term Care Ombudsman	<i>Or. Rev. Stat. Ann.</i> § 441.412(2)	Not 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)	Not Identified	Owner or operator of a facility	Individual, witness or employee of a facility interviewed about the complaint

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Residential Facilities Ombudsman	<i>Or. Rev. Stat. Ann.</i> § 443.390(5)	Not Identified ^c	Not Identified	Resident, employee or other person
	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
Wages and Labor Standards	Disclosure of compensation and salaries	<i>Or. Rev. Stat. Ann.</i> § 659A.355(1)(b)	Not Identified	Employer	Employee
	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	Not 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)	Not 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				

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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, 659A.203(4), 659A.885, 659A.215	Public employer	Employee (public)
	Nonprofit employers	<i>Or. Rev. Stat. Ann.</i> § 659A.203	<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 *West's Oregon Revised Statutes Annotated* available on Westlaw (current through laws of the 2025 Reg. Sess. of the 83rd Leg. Assemb., and the 2025 Spec. Sess. of the 83rd Leg. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Seasonal Farm Labor Act	43 <i>Pa. Stat. Ann.</i> § 1301.606(c)	Not Identified	Not Identified	Seasonal farm worker
Anti-discrimination Laws	Pennsylvania Human Relations Act	43 <i>Pa. Stat. Ann.</i> § 955(d)	43 <i>Pa. Stat. Ann.</i> § 959	Person, employer, employment agency or labor organization	Individual
Buildings and Construction	Construction Industry Employee Verification Act	43 <i>Pa. Stat. Ann.</i> § 168.6(a)	43 <i>Pa. Stat. Ann.</i> § 168.6(b) to (c)	Construction industry employer	Employee
	Construction Workplace Misclassification Act	43 <i>Pa. Stat. Ann.</i> § 933.10(a)	Not Identified	Employer, officer, or agent of employer	Person
Crime and Law Enforcement	Juvenile Act	42 <i>Pa. Cons. Stat. Ann.</i> § 6336.1(5)	Not Identified	County agency or private agency	Foster parent, preadoptive parent or relative
Education	Cyber Charter Schools	24 <i>Pa. Stat. Ann. Ann.</i> § 17-1748-A(a.1)	Not Identified	Cyber charter school	Employee
	Pennsylvania Fair Educational Opportunities Act	24 <i>Pa. Stat. Ann.</i> § 5004(a)(4)	24 <i>Pa. Stat. Ann.</i> § 5007.1	Educational institution	Individual
Environment and Natural Resources	Environmental Laboratory Accreditation	27 <i>Pa. Cons. Stat. Ann.</i> § 4112	27 <i>Pa. Cons. Stat. Ann.</i> § 4112, 43 <i>Pa. Stat. Ann.</i> § 1424	Environmental laboratory	Employee
	Hazardous Sites Cleanup Act	35 <i>Pa. Stat. Ann.</i> § 6020.1112(a)	35 <i>Pa. Stat. Ann.</i> § 6020.1112(b), 43 <i>Pa. Stat. Ann.</i> § 1424	Employer	Employee
	Low-Level Radioactive Waste Disposal Act	35 <i>Pa. Stat. Ann.</i> § 7130.509(a) to (b)	35 <i>Pa. Stat. Ann.</i> § 7130.509(c), 43 <i>Pa. Stat. Ann.</i> § 1424	Employer	Employee
	Municipal Waste Planning, Recycling and Waste Reduction Act	53 <i>Pa. Stat. Ann.</i> § 4000.1714(a)	53 <i>Pa. Stat. Ann.</i> § 4000.1714(b), 43 <i>Pa. Stat. Ann.</i> § 1424	Employer	Employee
	Water and Wastewater Systems Operators' Certification Act	63 <i>Pa. Stat. Ann.</i> § 1015.1(a)	63 <i>Pa. Stat. Ann.</i> § 1015.1(b), 43 <i>Pa. Stat. Ann.</i> § 1424	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Finance, Banking, Securities, and Insurance	Department of Banking and Securities Code	71 <i>Pa. Stat. Ann.</i> § 733-1104(A)-(B)	Not Identified	Licensee	Employee
	Pennsylvania Securities Act of 1972	70 <i>Pa. Stat. Ann.</i> § 1-511(f)	Not Identified	Person	Person
Government	Administrative Code of 1929				
	Office of the State Inspector General	71 <i>Pa. Stat. Ann.</i> § 217(b) ^a	71 <i>Pa. Stat. Ann.</i> § 217(c), 43 <i>Pa. Stat. Ann.</i> § 1424	Person	Employee
	Public works employment verification	71 <i>Pa. Stat. Ann.</i> § 656.7(a) ^b	71 <i>Pa. Stat. Ann.</i> § 656.7(b) to (c)	Public works contractor or subcontractor	Employee
	Public Official and Employee Ethics Act	65 <i>Pa. Cons. Stat. Ann.</i> § 1108(j)	Not Identified	Public official or public employee	Official or employee (public)
Healthcare	Medical Care Availability and Reduction of Error (MCARE) Act	40 <i>Pa. Stat. Ann.</i> § 1303.308(c)	40 <i>Pa. Stat. Ann.</i> § 1303.308(c), 43 <i>Pa. Stat. Ann.</i> § 1424	Not Identified	Health care worker
Labor and Collective Bargaining	Pennsylvania Labor Relations Act	43 <i>Pa. Stat. Ann.</i> § 211.6(1)(d)	43 <i>Pa. Stat. Ann.</i> § 211.8	Employer	Employee
	Public Employee Relations Act	43 <i>Pa. Stat. Ann.</i> § 1101.1201(a)(4)	43 <i>Pa. Stat. Ann.</i> §§ 1101.1302 to 1101.1303	Public employers, their agents or representatives	Employee
Occupational Health and Safety	Clean Indoor Air Act	35 <i>Pa. Stat. Ann.</i> §§ 637.5, 637.7	Not Identified	Person	Employee or applicant for employment
	Worker and Community Right-to-Know Act	35 <i>Pa. Stat. Ann.</i> § 7313(a)	35 <i>Pa. Stat. Ann.</i> § 1715(b)	Employer	Employee
Public Utilities	Public Utility Code				
	Protection of public utility employees	66 <i>Pa. Cons. Stat. Ann.</i> § 3316(a), (b)	66 <i>Pa. Cons. Stat. Ann.</i> § 3316(c) to (f)	Employer	Employee
	Retaliation by telecommunications carrier	66 <i>Pa. Cons. Stat. Ann.</i> § 3019(i)(1)	66 <i>Pa. Cons. Stat. Ann.</i> § 3019(i)(2)	Telecommunications carrier	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services Act				
	Penalties for administrators	35 Pa. Stat. Ann. § 10210.506(a)(1)	Not Identified	Administrator	Employee
	Penalties for facility owners	35 Pa. Stat. Ann. § 10210.506(a)(2)	Not Identified	Facility owner	Employee
	Protections for whistleblowers	35 Pa. Stat. Ann. § 10210.506(d)	35 Pa. Stat. Ann. § 10210.506(d), 43 Pa. Stat. Ann. § 1424	Not Identified	Person required to report
	Reporting	35 Pa. Stat. Ann. § 10210.302(d)(1)	35 Pa. Stat. Ann. § 10210.302(d)(2)	Person	Person
	Child Abuse Reports				
	Persons encouraged to report	23 Pa. Cons. Stat. Ann. §§ 6312, 6320	23 Pa. Cons. Stat. Ann. § 6320	Not Identified	Person
	Persons required to report	23 Pa. Cons. Stat. Ann. §§ 6311, 6320	23 Pa. Cons. Stat. Ann. § 6320	Not Identified	Person
	Older Adults Protective Services Act	35 Pa. Stat. Ann. § 10225.302(c)	35 Pa. Stat. Ann. § 10225.302(c)	Employer, person, or entity	Person
	Resource Families	67 Pa. Cons. Stat. Ann. § 7302	Not Identified	Agency	Resource family
Retaliation in Child Abuse Cases	18 Pa. Cons. Stat. Ann. § 4958(b)	Not Identified	Person	Person	
Transportation	Commercial Drivers	75 Pa. Cons. Stat. Ann. § 1619(a)(2)	75 Pa. Cons. Stat. Ann. § 1619(c)	Person	Employee
	Commercial Motor Vehicle Operators	43 Pa. Stat. Ann. § 1431(a)(2)	43 Pa. Stat. Ann. § 1431(c)	Person	Employee
	Uniform Commercial Driver's License Act	75 Pa. Cons. Stat. Ann. § 1619(a)(2)	75 Pa. Cons. Stat. Ann. § 1619(c) to (e)	Person	Employee
Wages and Labor Standards	Equal Pay Law	43 Pa. Stat. Ann. § 336.8(a)	Not Identified	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Minimum Wage Act of 1968	43 Pa. Stat. Ann. § 333.112(a)	Not Identified	Employer or agent, or office or agent of any corporation	Employee
Whistleblower Laws	Whistleblower Law	43 Pa. Stat. Ann. § 1423	43 Pa. Stat. Ann. § 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 *Purdon's Pennsylvania Statutes and Consolidated Statutes Annotated* available on Westlaw (current through Act 60 of the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. 71 Pa. Stat. Ann. § 217 is also cited as *Adm. Code* § 507-A.
- b. 71 Pa. Stat. Ann. § 656.7 is also cited as *Adm. Code* § 2407-C.

Table 40. Rhode Island

Subject	Title	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 Ann.</i> § 28-5-7(5)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 37-26-9(a)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 9-1.1-4(g)	<i>R.I. Gen. Laws Ann.</i> § 9-1.1-4(g)	Not Identified	Employee
Finance, Banking, Securities, and Insurance	Accident and Sickness Insurance Policies	<i>R.I. Gen. Laws Ann.</i> § 27-18-45	<i>R.I. Gen. Laws Ann.</i> § 27-18-47	Accident and sickness insurer	Physician or provider
	Insurance Fraud Prevention Act	<i>R.I. Gen. Laws Ann.</i> § 27-54-7(a)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 36-14-5(m)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 23-17.8-2(f)	<i>R.I. Gen. Laws Ann.</i> § 23-17.8-5	Employer or supervisor	Employee or supervisee
	Immunity from liability (employees)	<i>R.I. Gen. Laws Ann.</i> § 23-17.8-4(b)	<i>R.I. Gen. Laws Ann.</i> § 23-17.8-5	Facility	Employee
	Immunity from liability (persons)	<i>R.I. Gen. Laws Ann.</i> § 23-17.8-4(a)	<i>R.I. Gen. Laws Ann.</i> § 23-17.8-5	Facility	Person
	Board of Examiners in Dentistry	<i>R.I. Gen. Laws Ann.</i> § 5-31.1-9(b)	Not Identified	Licensed healthcare provider, dentist, dental hygienist, DAANCE-certified maxillofacial surgery assistant, or limited registrant	Employee, staff member, or any other person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Board of Examiners in Podiatry	<i>R.I. Gen. Laws Ann. § 5-29-15(b)</i>	Not Identified	Licensed healthcare provider, podiatrist, or limited registrant	Employee, staff member, or person
	Board of Medical Licensure and Discipline	<i>R.I. Gen. Laws Ann. § 5-37-1.5(b)</i>	Not Identified	Licensed healthcare provider, physician, or limited registrant	Employee, staff member, or person
	Health Care Fraud	<i>R.I. Gen. Laws Ann. § 27-63-1(b)</i>	Not Identified ^b	Employer	Person
	Health Maintenance Organization Act	<i>R.I. Gen. Laws Ann. § 27-41-46</i>	<i>R.I. Gen. Laws Ann. § 27-41-48</i>	Health Maintenance Organizations	Physician or medical services provider
	Hospital Conversions Act	<i>R.I. Gen. Laws Ann. § 23-17.14-29(a)</i>	<i>R.I. Gen. Laws Ann. § 23-17.14-29(b), (c)</i>	Person (subject to provisions of chapter)	Person or employee
	Hospital Workplace Violence Protection Act	<i>R.I. Gen. Laws Ann. § 23-17.28-4</i>	Not Identified	Person	Employee or prospective employee
	Nonprofit Medical Service Corporations	<i>R.I. Gen. Laws Ann. § 27-20-32</i>	<i>R.I. Gen. Laws Ann. § 27-20-34</i>	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 Ann. § 23-17.11-9(a)</i>	<i>R.I. Gen. Laws Ann. § 23-17.11-9(b), (c)</i>	Facility	Officer or employee of facility, guardian or family member of resident, volunteer
	Whistleblower protections	<i>R.I. Gen. Laws Ann. § 23-17.11-11(a)</i>	<i>R.I. Gen. Laws Ann. § 23-17.11-11(b), (c)</i>	Person (subject to provisions of chapter)	Person or employee
	Rhode Island Nurse Practice Act	<i>R.I. Gen. Laws Ann. § 5-34-24.2(b)</i>	Not 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	Title	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 Ann.</i> §§ 31-44-5(a), (b); 31-44-17(a)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 31-44-3.1
	Residential Landlord and Tenant Act	<i>R.I. Gen. Laws Ann.</i> § 34-18-46(a)	<i>R.I. Gen. Laws Ann.</i> §§ 34-18-34, 34-18-46(b)	Landlord	Tenant
	Rhode Island Fair Housing Practices Act	<i>R.I. Gen. Laws Ann.</i> § 34-37-5.1	<i>R.I. Gen. Laws Ann.</i> §§ 34-37-5 to 34-37-6	Owner or agent	Individual
Labor and Collective Bargaining	Labor Relations Act	<i>R.I. Gen. Laws Ann.</i> § 28-7-13(8)	<i>R.I. Gen. Laws Ann.</i> §§ 28-7-21 to 28-7-22	Employer	Employee
Occupational Health and Safety	Asbestos Abatement Act	<i>R.I. Gen. Laws Ann.</i> § 23-24.5-11(e)	23 <i>R.I. Gen. Laws Ann.</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 Ann.</i> § 28-21-8(2)	<i>R.I. Gen. Laws Ann.</i> § 28-21-8(4)	Employer	Employee
	Occupational Health	<i>R.I. Gen. Laws Ann.</i> § 23-1.1-14(a)	<i>R.I. Gen. Laws Ann.</i> § 23-1.1-14(b)	Employer	Employee
	Occupational Safety	<i>R.I. Gen. Laws Ann.</i> § 28-20-21(a)	<i>R.I. Gen. Laws Ann.</i> § 28-20-21(b)	Employer	Employee
	Public Health and Workplace Safety Act	<i>R.I. Gen. Laws Ann.</i> § 23-20.10-8	Not Identified	Person	Employee, applicant for employment or customer
Science, Technology, and Communications	Public Radio Conversions Act	<i>R.I. Gen. Laws Ann.</i> § 18-4.1-12(a)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 42-66-8(e)	Not Identified	Employer or supervisor	Employee or supervisee
	Abuse of Persons with Developmental Disabilities	<i>R.I. Gen. Laws Ann.</i> § 40.1-27-7	<i>R.I. Gen. Laws Ann.</i> § 40.1-27-7	Program	Person
	Assisted Living Residence Licensing Act	<i>R.I. Gen. Laws Ann.</i> § 23-17.4-36	Not Identified	Residence	Officer or employee of a residence, guardian or family member of any

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Long-Term Care Ombudsperson Act of 1995	<i>R.I. Gen. Laws Ann.</i> § 42-66.7-8	Not 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 Ann.</i> § 23-17.5-34(e)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 28-12-16	<i>R.I. Gen. Laws Ann.</i> §§ 28-12-19, 28-14-1 to 24-13-31	Employer	Employee
	Rhode Island Payment of Wages Act	<i>R.I. Gen. Laws Ann.</i> § 28-14-19.3	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 37-13-17(h)	<i>R.I. Gen. Laws Ann.</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 Ann.</i> § 28-50-3	<i>R.I. Gen. Laws Ann.</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 *West's General Laws of Rhode Island Annotated* available on Westlaw (current with effective legislation through ch. 473 of the 2025 Reg. Sess. of the Rhode Island Leg.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. Rhode Island's State False Claims Act qui tam provisions: *R.I. Gen. Laws Ann.* § 9-1.1-4(b) to (d).
- b. *R.I. Gen. Laws Ann.* § 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	Title	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 1976* available on Westlaw (current through 2025 Act No. 94), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 42. South Dakota

Subject	Title	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	Not 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	Not Identified	Agency, community service provider, facility, or school	Staff
	Children's Homes and Welfare Agencies	<i>S.D. Codified Laws</i> § 26-6-56	Not 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	Not Identified	Employer	Employee
Whistleblower Laws	Public Officers and Employees				

Subject	Title	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)
	State Employees Who Report Improper Governmental Conduct and Crime	<i>S.D. Codified Laws</i> § 3-6C-34	<i>S.D. Codified Laws</i> § 3-6C-36	State agency	Reporter (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 the *South Dakota Codified Laws* available on Westlaw (current through the 2025 1st Spec. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 43. Tennessee

Subject	Title	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)	<i>Tenn. Code Ann.</i> § 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)	Not 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)	Not 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)	Not 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)	Not 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	Title	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
Healthcare	Medical Ethics Defense Act	<i>Tenn. Code Ann.</i> § 63-1-904	<i>Tenn. Code Ann.</i> § 63-1-906	Not Identified	Healthcare provider
	Tennessee Genomic Security and End Organ Harvesting Act	<i>Tenn. Code Ann.</i> § 68-30-208(d)	<i>Tenn. Code Ann.</i> §§ 50-1-304, 68-30-208(d)	Not Identified	Employee of an entity accused of a violation
Narcotics and Controlled Substances	Opioid Abuse or Diversion	<i>Tenn. Code Ann.</i> § 63-1-602(a)	Not 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
	Restore Trust in Public Health Messaging Act	<i>Tenn. Code Ann.</i> § 68-1-1703(c)(2)	Not Identified	Not Identified	Individual
Safety, Protection, and Care for Vulnerable Groups	Deficient Nursing Homes	<i>Tenn. Code Ann.</i> § 68-11-804(c)(3)	Not Identified	Nursing home	Person
	Foster Care	<i>Tenn. Code Ann.</i> § 37-2-417(a)(4)	Not Identified	Not Identified	Foster child
	Regulation of Health and Related Facilities (homes for the aged, etc.)	<i>Tenn. Code Ann.</i> § 68-11-207(i)(1), (3)	Not Identified	Licensed facility	Resident or person acting on behalf of a resident

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Rights of Nursing Home Residents and Patients				
	Minimum Rights	<i>Tenn. Code Ann.</i> § 68-11-901(19)	Not Identified	Not Identified	Nursing home resident or patient
	Retaliation or discrimination against complainants	<i>Tenn. Code Ann.</i> § 68-11-903(1)	Not 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
Wages and Labor Standards	Wages (sex discrimination)				
	Penalty (misdemeanor)	<i>Tenn. Code Ann.</i> § 50-2-206	Not 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 *West's Tennessee Code Annotated* available on Westlaw (current with effective legislation through the 2025 1st Reg. Sess. of the 114th Tenn. Gen. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Hazard Communication Act	<i>Tex. Agric. Code Ann.</i> § 125.013(b)	Not Identified	Employer	Agricultural laborer
	Migrant Labor Housing Facilities	<i>Tex. Gov't Code Ann.</i> § 2306.937	<i>Tex. Gov't Code Ann.</i> §§ 2306.932	Person who owns, establishes, maintains, operates, or otherwise provides a migrant labor housing facility, a person who employs a migrant agricultural worker who occupies a migrant labor housing facility, or a farm labor contractor	Person
Anti-discrimination Laws	Texas Commission on Human Rights Act	<i>Tex. Lab. Code Ann.</i> § 21.055	<i>Tex. Lab. Code Ann.</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 Ann.</i> § 261.102	Not 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 Juvenile Justice Department	<i>Tex. Hum. Res. Code Ann.</i> § 203.021(b)	<i>Tex. Hum. Res. Code Ann.</i> § 203.021(c) to (k)	Employer (public)	Person
Commerce and Trade	Human Trafficking Awareness and Prevention in Commercial Lodging Establishments	<i>Tex. Bus. & Com. Code Ann.</i> § 114.0054	Not Identified	Operator of a commercial lodging establishment	Employee
Education	Intercollegiate Athletic Competitions	<i>Tex. Educ. Code Ann.</i> § 51.980(e)	<i>Tex. Educ. Code Ann.</i> § 51.980(f)	Institution of higher education or intercollegiate athletic team	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking	<i>Tex. Educ. Code Ann.</i> § 51.257(a)	Not Identified	Postsecondary educational institution	Employee
	School District Employees and Volunteers	<i>Tex. Educ. Code Ann.</i> § 22.05121(b)(1)	Not Identified	Not Identified	Professional employee of a school district
False Claims	Award for Reporting Medicaid Fraud, Abuse, or Overcharges ^a	Not Identified	Not Identified	Not Identified	Not Identified
	Medicaid Fraud Prevention Act ^b	<i>Tex. Human Res. Code Ann.</i> § 36.115	<i>Tex. Human Res. Code Ann.</i> § 36.115	Not Identified	A person, including an employee, contractor, or agent
Government	County Ethics Commissions	<i>Tex. Loc. Gov't Code Ann.</i> § 161.157(a), (b)	Not Identified	County public servant	County employee
	Department of Family and Protective Services	<i>Tex. Hum. Res. Code Ann.</i> § 40.083(b)	<i>Tex. Hum. Res. Code Ann.</i> § 40.083(c) to (k)	Employer (public)	Person
	Grievance Procedure for County Employees	<i>Tex. Loc. Gov't Code Ann.</i> § 160.006(a)	<i>Tex. Loc. Gov't Code Ann.</i> § 160.006(b), (c)	Not Identified	Employee (public), supervisor or management official (public)
	State Contracting Standards and Oversight	<i>Tex. Gov't Code Ann.</i> § 2261.307(b), (i)	<i>Tex. Gov't Code Ann.</i> § 2261.307(c), (d)	Employer or entity	Employee or person
Healthcare	Health Care Collaboratives	<i>Tex. Ins. Code Ann.</i> § 848.107(c)	Not 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 Ann.</i> § 260A.014(b)	<i>Tex. Health & Safety Code Ann.</i> § 260A.014(b) to (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 Ann.</i> § 260A.015(a)	<i>Tex. Health & Safety Code Ann.</i> § 260A.015(b) to (d)	Facility	Volunteer, resident, or family member or guardian of a resident

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Home and Community Support Services	<i>Tex. Health & Safety Code Ann. § 142.0093(a)</i>	Not Identified	Person licensed under <i>Tex. Health & Safety Code</i> ch. 142	Person
	Inspector General for State Hospital for Treating Persons with Mental Illness	<i>Tex. Health & Safety Code Ann. § 552.104</i>	Not Identified	Department of State Health Services or state hospitals	Department of State Health Services employee (public) or state hospital employee (public)
	Mandatory Overtime for Nurses	<i>Tex. Health & Safety Code Ann. § 258.005</i>	Not Identified	Hospital	Nurse
	Nurse Staffing	<i>Tex. Health & Safety Code Ann. § 257.006</i>	Not Identified	Hospital	Nurse
	Nursing Peer Review Committees	<i>Tex. Occ. Code Ann. § 303.010(b)(2)</i>	Not Identified	Not Identified	Person
	Nursing Practice Act				
	Mandatory reports	<i>Tex. Occ. Code Ann. § 301.402(f)</i>	<i>Tex. Occ. Code Ann. § 301.413</i>	Person	Person
	Optional reports	<i>Tex. Occ. Code Ann. § 301.4025(c)(1)</i>	<i>Tex. Occ. Code Ann. § 301.413</i>	Person	Person
	Reporting immunity	<i>Tex. Occ. Code Ann. § 301.412(2)</i>	<i>Tex. Occ. Code Ann. § 301.413</i>	Person	Person
	Retaliatory action	<i>Tex. Occ. Code Ann. § 301.413(b)</i>	<i>Tex. Occ. Code Ann. § 301.413</i>	Person	Person
	Preferred Provider Benefit Plans				
	Retaliation against insured	<i>Tex. Ins. Code Ann. § 1301.161(1)</i>	Not Identified	Insurer	Insured or person action on insured's behalf
	Retaliation against preferred provider	<i>Tex. Ins. Code Ann. § 1301.066(1)</i>	Not 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 Ann. § 161.134(a)</i>	<i>Tex. Health & Safety Code Ann. § 161.134(b) to (i)</i>	Hospital, mental health or treatment facility	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Retaliation against nonemployees	<i>Tex. Health & Safety Code Ann. § 161.135(a)</i>	<i>Tex. Health & Safety Code Ann. § 161.135(b) to (g)</i>	Hospital, mental health or treatment facility	Person who is not an employee
	Reporting Human Trafficking				
	Freestanding emergency medical care facilities	<i>Tex. Health & Safety Code Ann. § 254.162</i>	Not Identified	Freestanding emergency medical care facility	Facility employee
	Other health facilities	<i>Tex. Health & Safety Code Ann. § 328.003</i>	Not Identified	Facility	Facility employee
	Texas Hospital Licensing Law	<i>Tex. Health & Safety Code Ann. § 241.0115</i>	Not Identified	Hospital	Hospital employee
	Restraints and Seclusion in Healthcare Facilities	<i>Tex. Health & Safety Code Ann. § 322.054(a)</i>	Not Identified	Facility	Employee, client, resident, or person
	Texas Health Maintenance Organization Act	<i>Tex. Ins. Code Ann. § 843.281</i>	Not Identified	Health maintenance organization	Group contract holder, enrollee, physician or provider
	Workplace Violence Prevention in Health Facilities	<i>Tex. Health & Safety Code Ann. § 331.005(c)</i>	Not Identified	Person	Person
Housing and Real Property	Manufactured Home Tenancies	<i>Tex. Prop. Code Ann. § 94.251(a)</i>	<i>Tex. Prop. Code Ann. §§ 94.254, 94.301</i>	Landlord	Tenant
	Residential Tenancies	<i>Tex. Prop. Code Ann. § 92.331</i>	<i>Tex. Prop. Code Ann. § 92.333</i>	Landlord	Tenant
Occupational Health and Safety	Hazard Communication Act	<i>Tex. Health & Safety Code Ann. § 502.017(c)</i>	Not Identified	Employer	Employee
	Texas Workers' Compensation Act (reports of safety violations)	<i>Tex. Lab. Code Ann. § 411.082</i>	<i>Tex. Lab. Code Ann. § 411.083</i>	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Facility Licensing Act				
	Retaliation prohibited	<i>Tex. Health & Safety Code Ann. § 247.068(a)</i>	Not Identified	Person licensed under <i>Tex. Health & Safety Code ch. 247</i>	Person
	Retaliation prohibited	<i>Tex. Health & Safety Code Ann. § 247.068(c)</i>	Not Identified	Department of Aging and Disability Services employee	Assisted living facility, employee of an assisted living facility, or a person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Boarding Home Facilities	<i>Tex. Health & Safety Code Ann. § 260.009(c)</i>	Not Identified	Owner, operator, or employee of a boarding home facility that holds a permit issued by a county or municipality	in control of an assisted living facility Employee
	Child Abuse or Neglect	<i>Tex. Fam. Code Ann. § 261.110(b)</i>	<i>Tex. Fam. Code Ann. § 261.110</i>	Employer	Person
	Childcare Facilities	<i>Tex. Hum. Res. Code Ann. § 42.04271(b)(2)</i>	Not 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 Ann. § 523.0364</i>	Not 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 Ann. § 48.257(a)</i>	Not 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 Ann. § 252.132(b)</i>	<i>Tex. Health & Safety Code Ann. § 252.132(b) to (g)</i>	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 Ann. § 252.133(a)</i>	<i>Tex. Health & Safety Code Ann. § 252.133(b) to (d)</i>	Facility	Volunteer, a resident, or a family member or guardian of a resident
	Long-Term Care Ombudsman	<i>Tex. Hum. Res. Code Ann. § 101A.264(a)(2)</i>	Not Identified	Person	Resident or employee of a long-term care facility
	Social Work Practice Act	<i>Tex. Occ. Code Ann. §§ 505.602(2), 505.603(b)</i>	<i>Tex. Occ. Code Ann. § 505.603(a), (c) to (f)</i>	Person	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	State Supported Living Centers				
	Office of Independent Ombudsman	<i>Tex. Health & Safety Code Ann. § 555.060</i>	Not 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 Ann. § 555.104</i>	Not 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 Ann. § 1151.351(23)</i>	Not Identified	Not Identified	Ward
Transportation	Insurer Interests in Motor Vehicle Repair Facilities	<i>Tex. Occ. Code Ann. § 2307.006(12)</i>	<i>Tex. Occ. Code Ann. § 2307.009</i>	Insurer	Person
Whistleblower Laws	Texas Whistleblower Act	<i>Tex. Gov't Code Ann. § 554.002(a)</i>	<i>Tex. Gov't Code Ann. § 554.003</i>	State or local governmental entity	Public employee
Workers' Compensation	Workers' Compensation Discrimination	<i>Tex. Lab. Code Ann. § 451.001</i>	<i>Tex. Lab. Code Ann. § 451.002</i>	Person	Employee
	Workers' Compensation Health Care Network Act	<i>Tex. Ins. Code Ann. § 1305.404</i>	Not Identified	Network	Employee or employee
	Workers' Compensation Insurance	<i>Tex. Ins. Code Ann. § 2053.205</i>	<i>Tex. Ins. Code Ann. § 2053.206, Tex. Lab. Code tit. 5, subtitle A</i>	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 *Vernon's Texas Statutes and Codes Annotated* available on Westlaw (current through the end of the 2025 Reg. and 2nd Called Sess. of the 89th Leg.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. *Tex. Gov't Code § 544.0205(a)* provides: "The commission may grant an award to an individual who reports activity that constitutes fraud or abuse of Medicaid funds or who reports Medicaid overcharges if the commission determines that the disclosure results in the recovery of a remedy imposed under Section 32.039, Human

Resources Code. The commission may not grant an award to an individual in connection with a report if the commission or attorney general had independent knowledge of the activity the individual reported.”

- b. Texas Medicaid Fraud Prevention law qui tam provisions: *Tex. Hum. Res. Code* §§ 36.101 to 36.117.

Table 45. Utah

Subject	Title	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-5-102(1)(y), 34A-5-106(1)(a)(i)	<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(g)	Supplier	Wholesaler
	Prohibited conduct of wholesaler	<i>Utah Code Ann.</i> § 32B-14-303(1)(h)	Not 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)	Not 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)	Not 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)	Not Identified	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Housing and Real Property	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
	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
Labor and Collective Bargaining	Utah Labor Relations Act	<i>Utah Code Ann.</i> § 34-20-8(f)	Not 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	Not 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
	Congregate Care Programs	<i>Utah Code Ann.</i> § 26B-2-124.3	Not Identified	Congregate care program	Child or individual
	Long-Term Care Ombudsman	<i>Utah Code Ann.</i> § 26B-2-307(4)(a)	Not 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)	Not 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

Subject	Title	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)	behalf of the employee (public entity) 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)	Not 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 *West's Utah Code Annotated* available on Westlaw (current with laws of the 2025 Gen. Sess. and chs. 1 to 7, 10 to 12 of the 2025 1st Spec. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Anti-discrimination Laws	Vermont Fair Employment Practices Act				
	Disclosure of compensation to prospective employees	<i>Vt. Stat. Ann.</i> tit. 21, §§ 495(a)(8), 495p(b)(1)	Not Identified	Employer	Not Identified
	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	Not 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 to 978	Not Identified	Individual in a temporary or seasonal capacity (public)
	State Employees Labor Relations Act (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)
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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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)
	Labor Relations for Teachers and Administrators Act	<i>Vt. Stat. Ann.</i> tit. 16, § 1986	Not 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, Veterans, 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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Whistleblower Laws	State Employees Labor Relations Act (whistleblower protection)	<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	Not 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
	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)
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 West's *Vermont Statutes Annotated* available on Westlaw (current through chs. 73 and M-5 of the Reg. Sess. of the 2025 Vermont Gen. Assemb.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

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	Title	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)	Not Identified	Employing agency	Law-enforcement officer
	Office of the Department of Corrections Ombudsman	<i>Va. Code Ann.</i> § 53.1-17.7(l)	Not 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	Not Identified	Employer	Employee
	Paid Sick Leave	<i>Va. Code Ann.</i> § 40.1-33.6	Not Identified	Employer	Employee
Government	Local Government Employees	<i>Va. Code Ann.</i> § 15.2-1512.4	Not Identified	Not Identified	Local employee (public)
	State and Local Government Conflict of Interests Act	<i>Va. Code Ann.</i> § 2.2-3103(10)	Not Identified	Officer or employee of a state or local governmental or advisory agency	Person

Subject	Title	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)	Not 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	Not Identified	Hospital	Person
	Patient Safety Data	<i>Va. Code Ann.</i> § 8.01-581.17(H)	Not 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	Not 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	Not 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	Not 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	Not Identified	Child day program or family day system	Person

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Continuing Care Providers	<i>Va. Code Ann.</i> § 38.2-4910(A)	Not Identified	Not Identified	Residents
	Nursing Facilities	<i>Va. Code Ann.</i> § 32.1-138.4	Not Identified	Nursing facility	Person
	Prescribed Pediatric Extended Care Centers				
	Retaliation against complainant	<i>Va. Code Ann.</i> § 32.1-162.15:1.15 (eff. July 1, 2026)	Not Identified	Center	Person
	Retaliation against reports of child or adult abuse or neglect	<i>Va. Code Ann.</i> § 32.1-162.15:1.16 (eff. July 1, 2026)	Not Identified	Center	Person
	State Long-Term Care Ombudsman Program	<i>Va. Code Ann.</i> § 51.5-183(B)	Not Identified	Provider, entity, or person	Person
Wages and Labor Standards	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)	Not 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
	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
Whistleblower Laws	Fraud and Abuse Whistle Blower Protection Act				
	Citizen whistleblowers	<i>Va. Code Ann.</i> § 2.2-3010.1(A)	Not 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
	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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
Workers' Compensation	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 *West's Annotated Code of Virginia* available on Westlaw (current through the 2025 Reg. and Reconvened Sess. I), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. Virginia Fraud Against Taxpayers Act qui tam provisions: *Va. Code Ann.* §§ 8.01-216.5 to 8.01-216.7.
- b. 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.
- c. 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	Title	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)	Not Identified	Not Identified	Department employee, subcontractor, or volunteer, an inmate, or a family member or representative of an inmate
	Washington Mutual Aid Peace Officers Powers Act	<i>Wash. Rev. Code Ann.</i> § 10.93.190(3)	Not Identified	Member of a law enforcement agency	Peace officer
Education	Office of the Education Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.06B.030(2)	Not 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) to (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	Not Identified	Employer	Employee

Subject	Title	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, <i>Wash. Rev. Code Ann.</i> tit. 42, ch. 41	<i>Wash. Rev. Code Ann.</i> § 42.41.040(2) to (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)	Not 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)	Not 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)	Not Identified	Hospital	Employee, patient, individual
	Nursing Assistants	<i>Wash. Rev. Code Ann.</i> § 18.88A.230(2)	Not Identified	Community-based care or in-home services agency	Person
	Pharmacy Benefit Managers	<i>Wash. Rev. Code Ann.</i> § 48.200.320	Not Identified	Pharmacy benefit manager	Pharmacist or pharmacy

Subject	Title	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)	Not 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	Agricultural Cannabis Workers	<i>Wash. Rev. Code Ann.</i> § 49.37.140(3)	Not Identified	Employer	Employee
	Collective Bargaining for Academic Personnel in Community Colleges				
	Unfair labor practices (employer)	<i>Wash. Rev. Code Ann.</i> § 28B.52.073(1)(d)	Not Identified	Employer	Employee
	Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 28B.52.073(2)(d)	Not Identified	Employee organization	Employee
	Educational Employment Relations Act	<i>Wash. Rev. Code Ann.</i> § 41.59.140(1)(d)	Not Identified	Employer	Employee
	Legislative Employee Collective Bargaining				
	Unfair labor practices (employer)	<i>Wash. Rev. Code Ann.</i> § 44.90.080(1)(d)	Not Identified	Employer (public)	Employee
	Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 44.90.080(3)(c)	Not 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)	Not Identified	Employer	Employee
Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 41.76.050(2)(d)	Not Identified	Employee organization	Employee	
State Collective Bargaining					
Unfair labor practices (employer)	<i>Wash. Rev. Code Ann.</i> § 41.80.110(1)(d)	Not Identified	Employer (public)	Employee (public)	

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Unfair labor practices (employee organization)	<i>Wash. Rev. Code Ann.</i> § 41.80.110(2)(c)	Not Identified	Employee organization	Employee (public)
	Symphony Musicians (bargaining)	<i>Wash. Rev. Code Ann.</i> § 49.39.130(3)	Not Identified	Bargaining representative	Symphony musician
Military, Veterans, 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> § 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)	Not 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)	Not Identified	Adult Family Home	Resident
	Assisted Living Facilities	<i>Wash. Rev. Code Ann.</i> § 18.20.185(7)	Not Identified	Facility	Resident, employee, or person
	Developmental Disabilities	<i>Wash. Rev. Code Ann.</i> § 71A.26.030(6)(c)	Not Identified	Department of Social and Health Services or providers	Client
	Developmental Disabilities Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.382.070(2)	Not Identified	Department of Social and Health Services, Department of Commerce, contracting agency	Employee or employee of a contracting agency

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Foster Parents	<i>Wash. Rev. Code Ann.</i> § 74.13.333(1)	Not Identified	Department employee (Department of Children, Youth, and Families)	Foster parent
	Long Term Care Ombuds Program	<i>Wash. Rev. Code Ann.</i> § 43.190.090(2)	Not 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)	Not Identified	Facility that provides long-term care services	Resident, employee, or any other person on
	Long Term Care Workers	<i>Wash. Rev. Code Ann.</i> § 18.88B.070	Not Identified	Provider of a community-based care setting or in-home services agency	Person
	Nursing Homes				
	Resident care, operating standards	<i>Wash. Rev. Code Ann.</i> § 74.42.050(2)	Not Identified	Facility	Resident
	Retaliation	<i>Wash. Rev. Code Ann.</i> § 18.51.220(1)	Not Identified	Licensee	Patient or employee
	Office of Behavioral Health Consumer Advocacy	<i>Wash. Rev. Code Ann.</i> § 71.40.120(2)	Not 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	Not 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))	Not Identified	Employer	Employee
	Port Development Authority	<i>Wash. Rev. Code Ann.</i> § 53.57.060(6), <i>Wash. Rev. Code Ann.</i> tit. 42, ch. 41	<i>Wash. Rev. Code Ann.</i> § 42.41.040(2) to (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

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Industrial Welfare	<i>Wash. Rev. Code Ann.</i> § 49.12.130	Not 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)	Not Identified	Employer	Symphony musician
	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)	Not Identified	Employer	Employee
	Warehouse Distribution Centers				
	Adverse actions	<i>Wash. Rev. Code Ann.</i> § 49.84.040(1)	Not 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	Not Identified	Not Identified	Person
	Washington Fair Chance Act	<i>Wash. Rev. Code Ann.</i> § 49.94.010(6)	Not Identified ^b	Employer	Employee
Whistleblower Laws	Local Government Whistleblower Act				
	Intimidation of whistleblower	<i>Wash. Rev. Code Ann.</i> § 42.41.045(1)	Not 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) to (9)	Local government official or employee (public)	Local government employee (public)
	State Employee Whistleblower Protection				

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Interference prohibited	<i>Wash. Rev. Code Ann.</i> § 42.40.030(1)	Not 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), <i>Wash. Rev. Code Ann.</i> tit. 49, ch. 60	Not Identified	Whistleblower who is an employee
	Whistleblower (nonemployee)	<i>Wash. Rev. Code Ann.</i> § 43.70.075(1)(b)	<i>Wash. Rev. Code Ann.</i> § 43.70.075(1)(d)	Not Identified	Whistleblower who is not an employee
Workers' Compensation	Industrial Insurance Law				
	Anti-retaliation	<i>Wash. Rev. Code Ann.</i> § 51.48.025(1)	<i>Wash. Rev. Code Ann.</i> § 51.48.025(2) to (4)	Employer	Employee
	Ombuds for Workers of Industrial Insurance	<i>Wash. Rev. Code Ann.</i> § 51.14.360(2)	<i>Wash. Rev. Code Ann.</i> § 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 *West's Revised Code of Washington Annotated* available on Westlaw (current with all legislation of the 2025 Reg. Ses. of the Washington Leg.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Notes:

- a. Washington's Medicaid Fraud False Claims Act qui tam provisions: *Wash. Rev. Code Ann.* §§ 74.66.050 to 74.66.080.
- b. *Wash. Rev. Code Ann.* § 49.94.020(6) provides "This chapter may not be construed to create a private right of action to seek damages or remedies of any kind. The exclusive remedy available under this chapter is enforcement described in RCW 49.94.030. This chapter does not create any additional liability for employers beyond that enumerated in this chapter."

Table 49. West Virginia

Subject	Title	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)	Not 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) to (e)	Person	Employee or authorized representative of employees
Government	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)	Not 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)	Not 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	Title	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)	Not 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)	Not 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)	Not 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)	Not 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	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Minimum Wage and Maximum Hours Standards	<i>W. Va. Code Ann.</i> § 21-5C-7(a)	<i>W. Va. Code Ann.</i> § 21-5C-8	Employer	Employee
	Pregnant Workers' Fairness Act	<i>W. Va. Code Ann.</i> § 16B-19-3(b)	<i>W. Va. Code Ann.</i> § 16B-19-3	Person	Individual
Whistleblower Laws	West Virginia Whistle-blower Law	<i>W. Va. Code Ann.</i> § 6C-1-3	<i>W. Va. Code Ann.</i> §§ 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 *West's Annotated Code of West Virginia* available on Westlaw (current with legislation of the 2025 Reg. Sess.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 50. Wisconsin

Subject	Title	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				
	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
	Discriminatory actions prohibited	<i>Wis. Stat. Ann.</i> § 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	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)	Not 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(1)(b), 111.322(2m)	<i>Wis. Stat. Ann.</i> §§ 103.11(12), (13)	Person	Individual

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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
Government	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
	Employee Freedom of Speech Protection	<i>Wis. Stat. Ann.</i> § 230.90(2)	<i>Wis. Stat. Ann.</i> § 230.90(2) to (4)	Employer (public) or employer's agent, including the State of Wisconsin	Employee (public)
	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	Health Care Worker Protection	<i>Wis. Stat. Ann.</i> § 146.997(3)	<i>Wis. Stat. Ann.</i> §§ 11.322(2m), 146.997(4)	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)	Not Identified	Person	Patient or rural medical center employee

Subject	Title	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)	Not 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, Veterans, and State Defense Forces	Rights of Service Members				
	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
	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
	Wisconsin Code of Military Justice	<i>Wis. Stat. Ann.</i> § 322.1325 (art. 132a)	Not 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	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				
	Community-based residential facility	<i>Wis. Stat. Ann.</i> § 50.03(2)(f)(2)	<i>Wis. Stat. Ann.</i> § 50.03(2)(f)(2)	Not Identified	Individual
	Nursing home resident	<i>Wis. Stat. Ann.</i> §§ 50.07(1)(e), (em); 50.09(1)(b)	<i>Wis. Stat. Ann.</i> § 50.10	Department of Health Services, nursing home	Person residing in nursing home

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	Prohibited acts	<i>Wis. Stat. Ann.</i> § 50.07(1)(e), (em)	<i>Wis. Stat. Ann.</i> § 50.07(3)	Person	Resident or employee
	Rights of residents in certain facilities	<i>Wis. Stat. Ann.</i> § 50.09(1)(b)	Not Identified	Not Identified	Resident
	Child Abuse Reports	<i>Wis. Stat. Ann.</i> § 48.981(2)(e)	Not Identified	Not Identified	Person
	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 Benefits and Insurance	Unemployment Insurance	<i>Wis. Stat. Ann.</i> § 108.24(3)(a)(4)	Not Identified	Whoever	Individual
Wages and Labor Standards	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
	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				

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
	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
	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	Not 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 Statutes Annotated* and Wisconsin session laws available on Westlaw and other secondary sources. February 2024. Updated using *West's Wisconsin Statutes Annotated* available on Westlaw (current through 2025 Act 67, except Acts 17 and 33, published December 10, 2025), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.

Table 51. Wyoming

Subject	Title	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
Education	Participation in Intercollegiate Athletics	<i>Wyo. Stat. Ann.</i> § 21-25-301(e)	<i>Wyo. Stat. Ann.</i> § 21-25-301(f)	Educational institution	Person
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)	Not Identified	Health care facilities subject to or licensed pursuant to this act	Resident, patient or employee
Military, Veterans, 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)	Not Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Protective Services	<i>Wyo. Stat. Ann.</i> § 14-3-205(c)	Not Identified	Employer (public or private)	Employee
	Long Term Care Ombudsman Act	<i>Wyo. Stat. Ann.</i> § 9-2-1308	Not 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	Not Identified	Employer	Employee

Subject	Title	Anti-Retaliation Provisions	Private Remedy Provisions	Prohibits Retaliation From	Protects From Retaliation
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 *West's Wyoming Statutes Annotated* available on Westlaw (current through the 2025 Gen. Sess. of the Wyoming Leg.), and our previous memorandum, *Selected Anti-Retaliation Provisions for Reporting Wrongdoing in State Whistleblower Statutes, False Claims Statutes, and Other State Laws* (Jan. 29, 2025). January 2026.