



OFFICE OF THE

WHISTLEBLOWER OMBUDS

COACHING THE HOUSE ON BEST PRACTICES



2025

ANNUAL REPORT

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The 2025 Annual Report for the Office of the Whistleblower Ombuds was prepared by Shanna Devine, Director; Rebecca Jones, Deputy Director; John Whitty, Deputy Director of Operations; and Charmise Jackson, Member and Committee Relations Manager.



EXECUTIVE SUMMARY

OF HOUSE OFFICES IN 2025

83%

engaged with
the Office

67%

utilized at
least one
service

57%

participated
in a training

46%

utilized the intake
development service

28%

received a case
consultation

The House of Representatives established the independent and nonpartisan Office of the Whistleblower Ombuds (hereinafter “Office”) to advise Member offices and committees (hereinafter “offices”) on best practices for working with whistleblowers.¹ The Office operates under the policy direction and oversight of the Committee on House Administration.

In 2025 the Office made significant progress in implementing its impact-driven strategic goals and had a record year, notwithstanding limitations, with two thirds of offices utilizing its services.² Close coordination with the Committee on House Administration, support offices, and stakeholder organizations was instrumental to obtaining voluntary engagement from more than four-fifths of offices. **The Office’s functional milestones in 2025** include:

- **83 percent** of offices engaged with the Office in some capacity.
- **67 percent** of offices utilized at least one of the Office’s four core services.
- **57 percent** of offices had staff that took a training course.
- **46 percent** of offices utilized the Office’s intake development service.
- **28 percent** of offices received a confidential case consultation (averaging five consultations per week).

The Office **continued to expand its dynamic resource library** in furtherance of its strategic goals to provide valuable education for every office and ensure every office has best practice whistleblower case management processes in place. Specifically, the Office:

- Introduced three new methods through which the House can engage in end-to-end encrypted communications with whistleblowers, in partnership with the Chief Administrative Officer (CAO).
- Created nine new resources, from a fact sheet on healthcare whistleblowing to a training video with senior House staff on do’s and don’ts when working with whistleblowers.
- Strengthened 38 existing resources to reflect changes in law and increase accessibility.
- Consistently ranked among the most frequently completed non-required trainings on the Congressional Staff Academy site.
- Upheld its commitment to operational transparency by making almost all resources publicly available on its website, which attracted a record 30,000 users and 3,300 resource downloads.

The Office conducted a **comprehensive outreach and engagement strategy** in furtherance of its strategic goals to maintain visibility and provide transparency around its operations, while promoting House-wide understanding of the value in safely working with whistleblower constituents and sources. Specifically, the Office:

- Conducted individualized outreach to every office through semiannual emails and quarterly mailings or hand-deliveries of its training manual, desk guides, and sector-specific fact sheets.
- Fostered designated Office Whistleblower Liaisons (OWLs) or points of contact within 44% of offices.
- Held or participated in an average of two events per month — from pop-up tablins and regional service fairs to fireside chats with House staff and whistleblowers.
- Utilized House Creative Services and CAO Communications for House-wide marketing, with an emphasis on testimonials and Article I messaging.
- Obtained 144 features in platforms ranging from strategic partner newsletters and Teams channels to Leadership distribution networks.
- Held routine meetings with committees of jurisdiction, whistleblower support organizations, and the executive branch offices of inspectors general — in support of a continued dialogue between the House and broader stakeholder community.

To inform its performance metrics and priorities, the Office **established regular opportunities for House feedback** throughout the year. Of the respondents to the Office's year-end survey:

- Eighty nine percent were "very satisfied" after interacting with the Office.
- More than four-fifths have more confidence working with whistleblowers.
- They placed the greatest value on the Office's knowledge and expertise, accessible written resources, fast response times, customized services, and guidance on whistleblowing that enters through an office's case management system.
- Nearly two-thirds were from district offices, demonstrating the Office's vast reach and the demand for guidance around whistleblower casework.

Through the Congressional Staff Academy's rating system, the Office received an overall ranking of **4.9 stars on a 5-star scale**.

Respondents' qualitative feedback is incorporated throughout this report. In the words of one deputy staff director *"The expertise and prior experience of the Ombuds staff we consulted is unmatched on the Hill. It helped us navigate an incredibly complex and novel issue appropriately. Great internal and external resources we could refer to also."*

The Office disbursed \$907,970.10, or approximately 73 percent of its appropriated funding during the calendar year and reprogrammed \$380,189.63 of its Fiscal Year 2024 funds to assist with critical House priorities.



The expertise and prior experience of the Ombuds staff we consulted is unmatched on the Hill. It helped us navigate an incredibly complex and novel issue appropriately. Great internal and external resources we could refer to also."

— Deputy Staff Director

AUTHORIZING LANGUAGE

In accordance with House Standing Rules, subject to the policy direction and oversight of the Committee on House Administration, and in consultation with any other committee (at the request of the chair or ranking minority member of such other committee), the Office shall:³

1. Promulgate best practices for whistleblower intake for offices of the House.
2. Provide training for offices of the House on whistleblower intake, including establishing an effective reporting system for whistleblowers, maintaining whistleblower confidentiality, advising staff of relevant laws and policies, and protecting information provided by whistleblowers.

“
Information on best practices for the intake of a claimant and for navigating to ensure their privacy is kept intact [was most helpful].”
— Deputy District Director

“
I am now prepared for an extremely serious issue that could potentially arise, where I was not before. I am now confident in my ability to help in this situation.”
— Staff Assistant



MISSION & VISION STATEMENTS

MISSION

Assist the House in protecting its sources and constituents while conducting its oversight function. We achieve this by providing nonpartisan education and confidential coaching for effectively working with whistleblowers from the public and private sectors.

VISION

To be a valuable, nonpartisan resource for every House office by institutionalizing safe, effective, and consistent practices for working with whistleblowers — whether they are constituents or oversight sources.



//

I really value the case consultation services I have received...[The staff] are extremely knowledgeable and always help me feel much better about providing guidance to whistleblowers that reach out to our office. The trainings and other guidance resources offered by this office have also been a great help to myself and our interns. This office existing truly helps me feel more comfortable in the aspects of my job that require me to deal with whistleblowers!"

— Professional
Staff Member

ORGANIZATIONAL STRUCTURE

“

The quick responses from the office when I have questions [is most helpful].”

— Chief of Staff

“

The staff member went above and beyond to understand the issue, provide training, and offer real solutions and direction. I felt fully supported and ready to tackle the issues.”

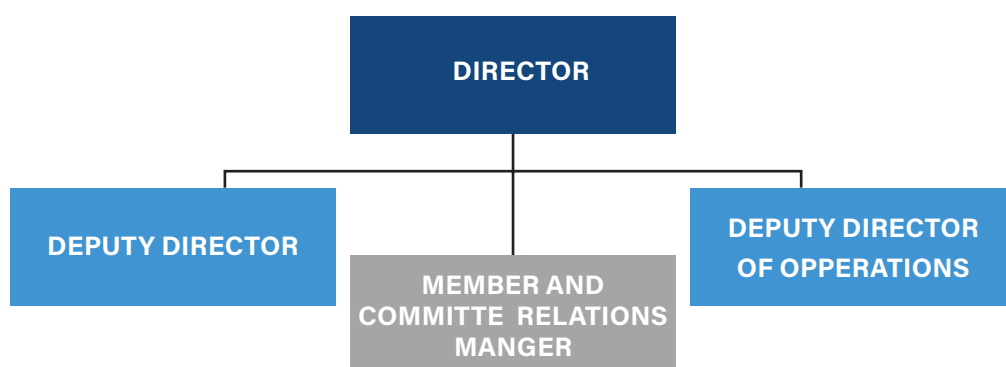
— Constituent Services Representative

STAFF

Pursuant to a resolution by the Committee on House Administration, the maximum number of staff for the Office is four full-time employees. In 2025 the Office operated with four full-time employees: Director, Deputy Director, Deputy Director of Operations, and Member and Committee Relations Manager.



ORGANIZATIONAL CHART



“

I feel more comfortable knowing that I can reach out to the Office if I need assistance or guidance.”

— Senior Policy Advisor

SERVICES AND METRICS

In support of the Office's vision to institutionalize safe, effective, and consistent practices for working with whistleblowers, it provides four core services to Member offices and committees: 1) Trainings; 2) Case Consultations; 3) Intake Process Development; and 4) Technical Legislative Expertise. A record 67 percent of offices utilized at least one of the Office's four core services. As part of the Office's strategic goal to uphold confidentiality while providing transparency around its operations, more detailed information about each service and related metrics is provided below.

TRAININGS

In furtherance of the Office's strategic goal to provide valuable education to every House office, the Office continued to partner with the Congressional Staff Academy to offer a series of live and on-demand trainings through its *Working with Whistleblowers Learning Path*. Its trainings consistently rank among the most frequently completed non-required trainings on the Congressional Staff Academy site. Its foundational training, *Best Practices for Working with Whistleblowers*, covers how to manage relationships with whistleblowers, develop a case management process, protect whistleblower information, and navigate the legal landscape. The Office's *Working with Whistleblowers Curriculum* was expanded to a ten-training certificate program and now includes *The Legal Landscape of Protected Whistleblowing*. The Office also provides private trainings and hands-on workshops upon request.

- **57 percent** of offices (592 staff from 276 offices) took at least one of the Office's trainings.
- **51 percent** of offices (468 staff from 250 offices) received the foundational training.
- **25 percent** of offices (204 staff from 122 offices) took at least one of the Office's other on-demand training courses — 848 completed courses in total; the three most popular were *Protecting Whistleblower Information: A Deep Dive*, *Whistleblower Intake 5 Quick Tips*, and *Whistleblower Referral: Quick Tips*.
- **8 percent** of offices (47 staff from 40 offices) became certified in the *Working with Whistleblowers Curriculum*.

CASE CONSULTATIONS

Whistleblowers often reach out to Congress for assistance with an allegation of wrongdoing or for help with retaliation. The Office provides confidential, customized guidance to House offices on how to proceed with individual whistleblower inquiries.

- The Office provided case consultations to **28 percent** of offices (258 consultations to 136 offices, or 5 consultations per week).



The training helps someone with no prior experience grasp the process for dealing with whistleblowers."

— Congressional Staff



[The Office] helped us navigate an incredibly complex and novel issue appropriately."

— Deputy Director

“

They took [the] time to speak to me about best practices for website intake and different options we can choose to implement.”

— *Caesworker*

INTAKE PROCESS DEVELOPMENT

The Office provides guidance to House offices on developing or refreshing their whistleblower case management processes — including best practices for intake, prioritization, referral, and follow-up, as well as protecting the whistleblower’s information. This service supports the Office’s strategic goal for every office to have a best practice whistleblower case management process. At the start of the 119th Congress, the Office emphasized the benefits of having a sound intake process, and usage of this service showed a noticeable increase.

- The Office provided intake process development consultations to **46 percent** of offices (603 consultations to 225 offices).

“

They provided resources I was able to share with my Whistleblower and reviewed my email to the Whistleblower.”

— *Legislative Assistant*

TECHNICAL LEGISLATIVE EXPERTISE

As part of the Office’s directive to advise the House on whistleblower laws and policies, it provides technical guidance on whistleblower legislation — including bipartisan best practice standards and other germane information for drafting whistleblower bills. The Office does not take a position on legislation.

- The Office provided **one** technical legislative consultation to **one** office.

GENERAL GUIDANCE FOR WHISTLEBLOWERS

The Office does not receive disclosures from whistleblowers or investigate their concerns. However, it has developed a menu of governmental and nongovernmental guiding resources, as well as best practices for working with Congress, that the Office may share with whistleblowers who contact it directly. These resources are publicly available on the Office’s Resources for Whistleblowers webpage. They are also a source of information for congressional offices to share with whistleblowers.



RESOURCES

The Office's dynamic resource library directly supports its core services. Throughout the year, the Office systematically updated its existing resources to reflect changes in law, evolving best practices, and to incorporate an increasingly engaging educational approach. It created new guidance documents, fact sheets, and training videos and helped to introduce three new methods for encrypted whistleblower communications in partnership with other House support offices. In total, the Office refreshed 38 resources and created nine new ones, efforts that directly advanced its strategic goals of educating House offices, strengthening whistleblower case management practices, and reinforcing the value of safe whistleblower engagement in oversight and constituent services.

In furtherance of the Office's goal of promoting transparency in its operations while prioritizing confidentiality, nearly all its resources remained publicly available on its website. The Office's public website had approximately 30,000 active users and 3,300 resource downloads. In addition, staff downloaded nearly 2,600 resources from the Office's small library of nonpublic materials — its training manual and templates — hosted on the House intranet.

- **Whistleblower Communications Tools:** The Office partnered with Chief Administrative Officer (CAO) entities to introduce three new methods through which the House can engage in end-to-end encrypted communications with whistleblowers. In early 2025, the House approved the use of the Signal platform for sensitive communications. House staff and Members can now download Signal on their House devices. *The Digital Whistleblower Intake Form*, developed in collaboration with House Information Resources, became available for Member websites and provides an encrypted webform for whistleblower disclosures. Finally, the Office developed a *Secure Whistleblower Intake Webform* for committees using Microsoft Forms and Lists. A discussion of these tools is hosted on the House intranet; from May through the end of the year, that page received over 500 visits.
- **Working with Whistleblowers Curriculum and Trainings:** The *Working with Whistleblowers Curriculum* provides House staff the opportunity to become certified in the Office's best practices upon completion of a selection of its trainings. The Office refreshed the Curriculum for the 119th Congress, including eight updated "quick tips" training videos. The Office also revised its *Best Practices for Working with Whistleblowers* live webinar to keep the content fresh and accessible. In collaboration with the Congressional Staff Academy, the Office revamped its recorded training *Protecting Whistleblower Information: A Deep Dive* to be more interactive.



All material and guidelines are clear and explicit. I like the one-pagers as they have quick refreshers. In addition, the provided templates help a lot!"

— Constituent Services Representative



The training, resources, and communication are excellent."

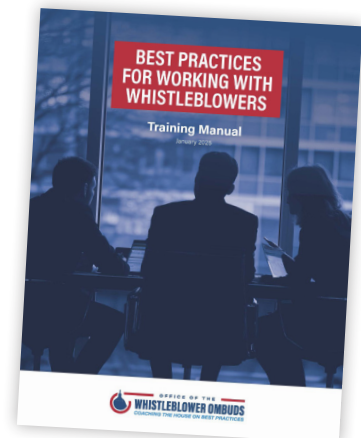
— Deputy District Director



The online resources available and step by step instructions on casework services with whistleblowers."

— Caseworker

- **Guidance Documents:** The Office's 21 tailored guidance documents offer best practices and templates for House offices that are working with whistleblowers. The Office maintained and expanded its collection to reflect feedback from the House community — from its popular “starter packs” for working with whistleblowers to its template case management and confidentiality policies.
- **Sector Specific Fact Sheets:** The Office has developed a library of 14 fact sheets that provide an overview of whistleblower sectors or related issues. Fact sheets are commonly shared with staff as part of the Office's case consultation service. The Office updated its fact sheets to incorporate changes in law or policy and to improve accessibility. In all, the Office refined 13 fact sheets and published one new fact sheet: *Healthcare Whistleblowing*.
- **Committee Jurisdiction and Legislative Tools:** The Office completed its annual audit of the Committee Jurisdiction Tool to ensure it reflected current law and committee jurisdictions. The Tool provides users with a list of House committees that may have jurisdiction over a whistleblower disclosure. In addition, the Office updated its Whistleblower Legislation Tracker and Best Practice Whistleblower Law Standards to reflect policy developments and modern bipartisan whistleblower laws.
- **Website Engagement:** The Office's website had approximately 30,000 users, an increase of 7,000 over 2024. Its Resources for Whistleblowers page, which provides a menu of governmental and nongovernmental resources, received 6,700 views. Its Congressional Services page received 2,400 views. It had 3,300 file downloads, the most popular of which were *Whistleblower Survival Tips*, the *Whistleblower Protection Act Fact Sheet*, and *Working with Whistleblowers: Do's and Don'ts*.
- **Templates:** The Office's small library of nonpublic resources (largely templates), hosted on the House intranet, had almost 2,600 downloads. Popular downloads included its *Training Manual: Best Practices for Working with Whistleblowers*, and the templates *Model Intake Form* and *Sample Email to a Whistleblower*.



OUTREACH AND ENGAGEMENT

Under the leadership of the Office's member and committee relations manager, the Office conducted a comprehensive outreach and engagement strategy in furtherance of its strategic goals to maintain visibility and provide transparency around its operations, while promoting House-wide understanding of the value in safely working with whistleblowers. Close coordination with its committees of jurisdiction and House support offices, as well as external stakeholder organizations, was instrumental to advancing its goals and engaging 83 percent of House offices.

The Office conducted individualized outreach to every office through semiannual emails and quarterly mailings or hand-deliveries of its most popular resources. It held or participated in an average of two events per month — from pop-up tabling events to highly requested fireside chats with senior staff and whistleblowers. The Office's resources and events were **featured 144 times** through platforms ranging from strategic partner newsletters and Teams channels to Leadership distribution networks. It utilized House Creative Services and CAO Communications for marketing, with an emphasis on testimonials and Article I messaging.

- **House Engagements:** Throughout the year the Office directly interacted with 83 percent of offices. Further, 67 percent of all offices used at least one of its services.
- **Partner Programming:** The Office participated in a total of 26 events hosted by partners. Through participation in House conferences, District Fly-Ins, the Green and Gold Congressional Aide Program, and intern orientations, the Office engaged staff from Member offices and committees on Capitol Hill and district offices across the country. Events hosted by external stakeholders, from presenting at the EPA Office of Inspector General (OIG) Whistleblower Appreciation Day event to participating in a panel for the National Whistleblower Summit and a congressional "oversight boot camp," were instrumental in fostering an evolving dialogue between the House and the broader stakeholder community.



”

I appreciated the engagement from the office, and the variety of tools and resources available.”

— Counsel

”

Really appreciated the detailed information about options for making sure we handled the situation with care and appropriately.”

— Senior District Staff

”

...The staff at the district fly in event was very engaging and helpful.”

— District Director

- **In-Person and Virtual Programming:** The Office organized nine in-person events, with a focus on pop-up tablings in different House office buildings to increase its visibility. There, Members and staff had the opportunity to ask questions and pick up the Office's educational resources. It also held two House-wide virtual fireside chats events, one of which featured a whistleblower keynote speaker in honor of Women's History Month, and the other featured senior House staff discussing the do's and don'ts for working with whistleblowers.
- **Office Whistleblower Liaisons (OWLs):** As a cornerstone of the Office's Strategic Plan for the 119th Congress, the Office embarked on an ambitious undertaking to obtain designated Office Whistleblower Liaisons, or OWLs, within half of all offices in 2025. It made considerable progress, as 44% of offices (215 offices) designated an OWL or point of contact.
- **Tailored Outreach:** Throughout the year, the Office advanced awareness of its role and services through a comprehensive, targeted outreach strategy. The Office's director sent semiannual customized outreach to each Member office's chief of staff and designated District contact or OWL, as well as committee majority and minority staff leadership, to offer customized guidance on working with whistleblowers. The Office also sent individualized outreach to its "Student Network" (individuals who had previously engaged with its training), unique staff positions, congressional staff associations, and select caucuses.
- **eDear Colleagues:** The Office sent 30 eDear Colleagues — 19 of which were "administrative" and therefore reached the whole House community, and 11 of which promoted events. These messages promoted its services, events, and newest resources.
- **Physical Mailings:** The Office conducted quarterly physical mailings and select hand-deliveries of popular resources to majority and minority committee offices as well as Member's Capitol Hill and district offices — from its foundational training manual to in-demand desk guides and its recent *Tech Industry Whistleblowing* fact sheet.



- **Stakeholder Meetings and Updates:** The Office held regular bipartisan advisory meetings with its primary committees of jurisdiction to strategize effective outreach and resource development. It remained abreast of emerging developments in the field through routine meetings with whistleblower support organizations, including three stakeholder-wide meetings. Monthly, the Office provided updates to internal and external stakeholders.
- **Support Offices Coordination:** The Office routinely collaborated with House support offices as it developed guidance around overlapping areas of jurisdiction or for related events, such as its participation in the CAO Coaches' panel for committee staff on conducting oversight. The Office routinely kept support offices apprised of new resources and programming, from the Customer Advocates to the House Intern Resource Office.
- **Offices of Inspectors General:** The Office continued to foster ongoing communication with legislative and executive branch OIGs to exchange updated resources and maintain current awareness of their whistleblower intake processes and points of contact. This is an important element of the Office's confidential case consultation work. The Office also participated in the Council of the Inspectors General on Integrity and Efficiency's Whistleblower Protection Coordinators Workgroup, engaging in its quarterly meetings to share and receive updates.
- **Features:** The Office tracked 144 features by partners. Its resources were routinely amplified through House-wide digital boards, Leadership distribution networks, the HouseNet and Congressional Staff Academy carousels, Teams channels and listservs. The Office also gained consistent exposure through congressional newsletters from the GOP Latino Staff Association and the Congressional Black Staff Association, among others. Likewise, it was routinely featured in external stakeholder newsletters such as Caseworker Navigator, First Branch Forecast, Futureproofing Congress, and The Paper Trail.



HOUSE COMMUNITY FEEDBACK

“

The office's responsiveness is outstanding! In addition, their responses were thoughtful and specific to subject matter.”

— Caseworker

The Office relies on candid feedback from the House community and stakeholders to evaluate its effectiveness and to inform its strategic goals, resources, and services. To obtain input from all House staff with whom it engaged throughout the year, the Office conducted its annual year-end survey as well as routine training polls and evaluations.

2025 USER SURVEY OVERVIEW - KEY TAKEAWAYS

The Office surveyed all staff who used its services or otherwise had a direct interaction in 2025. In total, the Office had a 15% percent response rate (107 respondents). Respondents had the option to remain anonymous. Those who self-reported their job title represented a diversity of positions such as chiefs of staff, caseworkers, legislative directors, fellows, district directors, legislative assistants, field representatives, interns, constituent services directors, counsels, professional staff members, staff directors, and staff assistants, among others. Of respondents, 64 percent indicated that they work in a district office, 16 percent work in a Member office on Capitol Hill, 17 percent work for a committee, and one percent work for a non-member or committee office. Survey highlights are included below.

QUANTITATIVE FEEDBACK HIGHLIGHTS

Overall level of satisfaction after interacting with the Office (Very Satisfied — Very Unsatisfied):

- **89%** “Very Satisfied”
- **11%** “Somewhat Satisfied”
- **<1%** “Somewhat Dissatisfied”

Service(s) used (respondents could indicate more than one service used):

- **76%** Training
- **47%** Case Consultation
- **38%** Used the Office’s Resources
- **17%** Intake Process Development
- **7%** Tabling or Event Interaction
- **3%** Technical Legislative Expertise
- **4%** Other

Changes since interacting with the Office (respondents could select all that apply):

- **84%** have more confidence working with whistleblowers
- **60%** have a greater appreciation for the value of working with whistleblowers to conduct oversight and/or support constituents
- **39%** have more confidence in protecting whistleblower information
- **8%** indicated that their office has strengthened its intake processes

QUALITATIVE FEEDBACK HIGHLIGHTS

The Office included open-ended survey questions to solicit qualitative feedback. Trends and select quotes are summarized below.

What did you find most helpful?

The Office strives to meet offices where they are through services and educational materials that most closely align with the House's needs. Respondents' trends in positive feedback included appreciation for the Office's: knowledge and expertise, particularly as demonstrated through informative trainings; clear and accessible written resources, particularly the one-pagers, templates, and fact sheets; fast response times to queries; thorough and collaborative customized guidance; and guidance on whistleblowing that enters through an office's casework system.

Respondent Feedback: *"The fact sheets and the responsiveness of the office was incredibly helpful as our office navigated cases."*

How can we improve?

The Office solicits and values regular feedback to strengthen its services and resources. Respondents recommended continued proactive outreach to raise awareness of the Office's role and services, particularly among district offices. Feedback also emphasized that respondents valued practical and actionable guidance, such as the Office's whistleblower intake questions, templates and intake process tools. Staff expressed that they valued case studies demonstrating how a whistleblower matter may proceed from initial contact through resolution. Many respondents offered positive assessments of the Office's work and encouraged the Office to continue its efforts.

Respondent Feedback: *"One challenge for intake staff is understanding what kind of correspondence qualifies as a potential whistleblower complaint. It would be great to have a resource that gives...examples of different communications that might lead to a whistleblower case."*

Do you have any suggestions for new resources or future events?

Respondents suggested several opportunities for new resources and future events to further strengthen the Office's support for House offices. Many expressed interest in more frequent training opportunities, including additional online, scenario-based and district-based trainings. Live webinars, streamed panels, and whistleblower case walkthroughs — from intake through resolution — were also frequently requested. Respondents recommended developing new written tools, such as abbreviated workflow charts, downloadable templates and resource packets for whistleblowers. Additional guidance was requested on specialized topics, including responding to attorneys representing whistleblowers, handling individuals who resist established processes, and clarifying what advice offices can and cannot provide. Lastly,

”

I have a better understanding of the tools and resources available to me when interacting with whistleblowers.”

— Congressional staffer

”

I feel more comfortable knowing that I can reach out to the Office if I need assistance or guidance.”

— Senior Policy Advisor

“

[The training] gave me much more confidence in handling these kinds of cases.”

— District Scheduler

respondents emphasized the importance of continued outreach and visibility through meet-and-greets, CAO Conference trainings, tablings, district visits, and additional promotion of the Office’s resources to ensure more offices are aware of and able to utilize available support.

Respondent Feedback: *“I wish there were more examples of whistleblower cases that you guys walked through from start to finish.”*

Are there additional ways we can keep you and your colleagues engaged with our office and be of value in the future?

Respondents identified several opportunities to sustain engagement with the Office and increase its ongoing value to congressional staff. Many recommended regular outreach through newsletters, periodic email reminders, and the creation of a dedicated Microsoft Teams channel to highlight available resources and updates. Consistent with other feedback, some respondents expressed their interest in additional scenario-based instruction, including demonstrations of how to handle a whistleblower case from intake through resolution. Respondents also suggested creating forums for peer learning and networking, such as regular meetings and roundtables. Many respondents emphasized the continued value of the Office’s accessibility and responsiveness, expressing appreciation and encouraging the Office to maintain its current level of availability.

Respondent Feedback: *“You never know what phone call you are going to take, so an interactive webinar would be great to do some trial and error!”*

Note: The Office expanded its body of interactive trainings and workshops and in 2026 it is focusing on greater promotion of those tools.

TRAINING EVALUATIONS AND RATINGS

All feedback, evaluations, and ratings are reviewed quarterly to identify ways to better advance the Office’s goals. These insights guide the development of new resources, updates to existing materials, and refinements to how the Office engages with offices.

Throughout the year, 99 students completed Congressional Staff Academy evaluations for the Office’s various training courses, and **95 percent** expressed more confidence (i.e., ‘agreed’ or ‘strongly agreed’) in their ability to work safely and effectively with whistleblowers after taking a course. **94 percent** of respondents reported that the course content was relevant to their role in their organization.

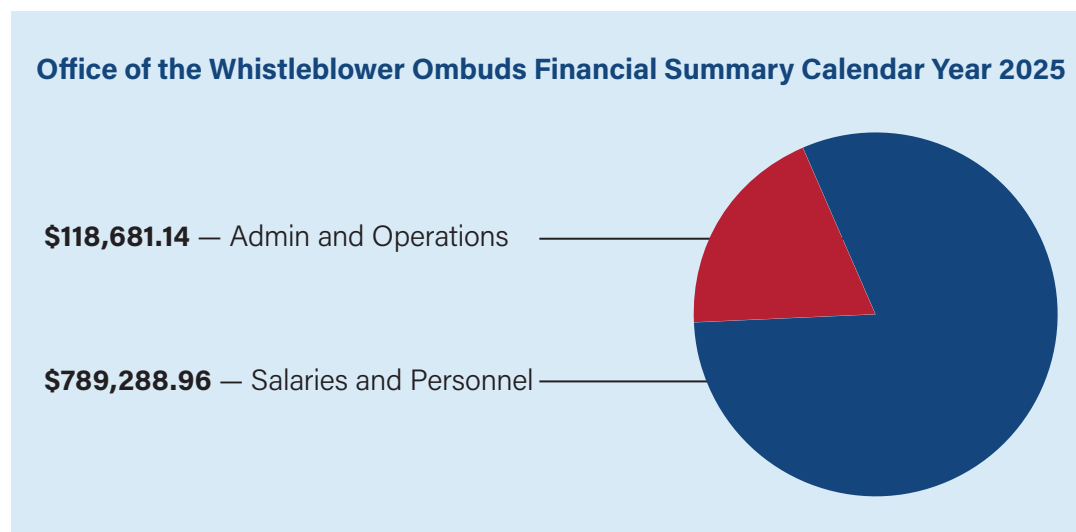
Forty-five staff rated fifteen of the Office’s courses via the Congressional Staff Academy’s rating system, resulting in an overall ranking of **4.9** stars on a **5-star** scale.

FINANCIAL DATA⁴

At the beginning of calendar year 2025 the Office was operating under a Continuing Resolution with the authority to fund its programs and activities through March 14, 2025, at the same funding level as Fiscal Year 2024 (\$1,250,000).⁵ That funding level was continued through September 30, 2025, under the Full-Year Continuing Appropriations and Extensions Act, 2025, 119 P.L. 4 (Mar. 15, 2025). From October 1 through November 12, 2025, the Office experienced a lapse in appropriations and did not conduct any programs or activities. Pursuant to the Continuing Appropriations, Agriculture, Legislative Branch, Military Construction and Veterans Affairs, and Extensions Act, 2026, 119 P.L. 37 (Nov. 12, 2025) the Office is appropriated \$1,250,000 for salaries and expenses through Fiscal Year 2026 (September 30, 2026).

CALENDAR YEAR 2025 SPENDING

During 2025, the Office disbursed \$907,970.10, or approximately 73 percent of its appropriated funding. That total included \$789,288.96 for personnel and \$118,681.14 for administrative and operational expenses. The largest budget category for operational disbursements for the year was 'Printing and Reproduction,' primarily used to provide training manuals, guides, and other resources for Member offices on Capitol Hill as well as in the congressional districts.



REPROGRAMMING OF FY 2024 FUNDS

The Office reprogrammed \$380,189.63 of its Fiscal Year 2024 funds to assist with critical House priorities.

SALARY ADMINISTRATION

Pursuant to House Resolution 693, 116th Congress (Nov. 14, 2019), the Office's pay shall be fixed by the Director with the approval of the Committee on House Administration. Employees are subject to pay and compensation policies pursuant to the House Employees Personnel Classification Act (2 U.S.C. § 291 et seq). The rate of compensation for each employee shall be commensurate with the employees' position and description as deemed by the Committee. Fellows shall receive their usual compensation from their sponsoring employer.

MONTHLY REPORTING

The Office submits a monthly financial report to the Committee on House Administration detailing the Office's salaries and expenses.





PREVIEW OF 2026

As a continuation of the Office's Strategic Plan for the 119th Congress, in 2026 the Office will continue to focus on an impact-based process to align with its vision to institutionalize safe, effective, and consistent practices for working with whistleblowers throughout the House — whether they are constituents or oversight sources.⁶ Its outcome-oriented goals repeat annually or are iterative, and they are accompanied by strategic actions and performance metrics to evaluate its success.

The Office's strategic goals for 2026 include:

1. *Promote and maintain visibility of the Office and its role/value throughout the House community.*
2. *Provide valuable assistance and education for every House office, including district offices and committees.*
3. *Uphold confidentiality while providing transparency around the Office's operations.*
4. *Institutionalize House-wide understanding of the value in safely working with whistleblowers to conduct its oversight responsibilities and support constituents.*
5. *Ensure every House office has a best practice case management process.*

”

The Office has been an immense help in understanding the dynamics of a whistleblower program, offering custom intake resources, tailored legal guidance, and technical support for backend systems to record correspondence from potential whistleblowers.”

— Counsel

”

You provide a lot of important information.”

— Legislative Director

ENDNOTES

- 1 H.R. Res. 5, 119th Cong. (2025) (enacted).
- 2 The Office's director was on parental leave for a portion of the year. In addition, the Office was closed during the government lapse in appropriations, from October 1st through November 12th, 2025. It modified its related goals for the impacted timeframe to account for the abridged fourth quarter. Although it was unable to provide its customized services and live trainings during that timeframe, House staff that were deemed essential during the lapse in appropriations were still able to access the Office's on-demand trainings through the Congressional Staff Academy website.
- 3 H.R. Res. 5, 119th Cong. (2025) (enacted).
- 4 The Office is budgeted and funded on a fiscal year basis (October 1 through September 30). For the purposes of this report, calendar year financial data is presented.
- 5 American Relief Act, 2025, 118 P.L. 158 (Dec. 21, 2024).
- 6 Office of the Whistleblower Ombuds, "119th Congress Strategic Plan," available at <https://whistleblower.house.gov/about/annual-reports-strategic-plans>.





**6130 O'Neill House Office Building
Washington, DC 20515**

202-226-6638

WhistleblowerOffice@mail.house.gov