



# WHISTLE BLOWER PROTECTION PM-62-19

## Section: 62-00, MISCELLANEOUS PERSONNEL POLICIES

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Pursuant to the State of Tennessee PUBLIC PROTECTION ACT of 1990, commonly referred to as the "Whistleblower Law," it is unlawful for an employer to terminate an employee solely for refusing to participate in or remain silent about illegal activities.

The Act defines illegal activities as any activity in violation of the criminal or civil code of Tennessee or the United States, or any regulation intended to protect public health, safety, or welfare.

Any employee terminated in violation of the Act will be entitled to damages including attorney fees. However, if an employee brings an action for any improper purpose, such as to harass or cause needless increase in cost to the employer, the employer may recover reasonable expenses including attorney fees.

It is incumbent upon the individual divisions of City of Memphis Government to administer this policy fairly and to post this policy on all employee bulletin boards within their division.