

MEMORANDUM

February 29, 2024

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

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

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

This memorandum responds to your request for an update to a CRS memo, “Selected State Statutes on Whistleblower Protections and False Claims” dated May 25, 2023.

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.

This memo includes 51 tables that identify anti-retaliation provisions in laws that prohibit retaliation against whistleblowers or other individuals for all 50 states and the District of Columbia. Per your request, we also include anti-retaliation protections in state false claims statutes and we identify qui tam

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

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

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

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

provisions in false claims statutes.⁵ We also identify provisions in statutes outside the employment context that provide protections for individuals or entities reporting wrongdoing. Each table is arranged as follows:

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

Statute. This column provides the popular name of the statute or a title for the statute based on the statute's captions or section headings within the text of the statute. Statutes are arranged alphabetically by title.

Anti-Retaliation Provision. This column cites statutory provisions that prohibit retaliation against whistleblowers. If not found, "No Statute Identified" is noted.

Retaliation Remedy Provision. This column cites statutory provisions that provide a private remedy for whistleblowers subject to retaliation. If not found, "No Statute Identified" is noted.

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

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

Methodology

We identified statutes to include in this memo by reviewing our previous CRS memo on this topic and conducting searches for state laws using Westlaw.⁷ We then created tables of statutes based on our search results.

We searched state statutory codes using Westlaw's "Statute and Court Rules" library. We searched state session laws enacted in 2023 using Westlaw's "Proposed & Enacted Legislation" library.⁸ Examples of our search terms include: *adverse action*, *discrimination*, *employee*, *employer*, *false claims*, *individual*, *interfere*, *person*, *reprisal*, *qui tam*, *retaliate*, and *whistleblower*.⁹

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

⁶ Subjects include: Agriculture and Food; Arts and Culture; Civil Rights, Human Rights; Commerce; Crime and Law Enforcement; Education; Energy; Entertainment and Gaming; Environment and Natural Resources; False Claims; Finance, Banking, Securities, and Insurance; Government; Healthcare; Housing; Labor and Employment; Military; Occupational Health and Safety; Public Utilities; Safety, Protection, and Care for Vulnerable Groups; and Science, Technology, and Communications. The subject "Government" includes whistleblower statutes and statutes with anti-retaliation provisions that apply to public employers or public employees. The subject "Labor and Employment" includes whistleblower protection statutes that apply to employees generally and anti-retaliation statutes for such areas as collective bargaining, employment discrimination, labor standards, minimum wage, wage transparency laws, unemployment insurance, and worker's compensation. The subject "Safety, Protection, and Care for Vulnerable Groups" includes anti-retaliation statutes covering child abuse, behavioral health, care for the elderly, and intellectual disabilities.

⁷ We reviewed Jason Hawkins, CRS Memo, *Selected State Statutes on Whistleblower Protections and False Claims* (May 25, 2023). 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.

⁸ Session laws are the laws enacted by legislatures during particular session of the legislature. *Session Laws*, BLACK'S LAW DICTIONARY (11th ed. 2019).

⁹ When searching Westlaw, we used wildcards or expanders such as an exclamation point (!) at the end of a root word to instruct the databases to search for all forms of a word. Examples of our search queries include:

(continued...)

Limitations

While CRS attempted to identify the process by which a whistleblower may seek remedies for retaliation, the parties prohibited from retaliating, and the parties protected from retaliation, this information was not always readily apparent in the specific statute on whistleblower protection or related provisions.

The following anti-retaliation statutes were excluded from this survey:

- Statutes concerning bullying or hazing in schools.
 - Statutes concerning witness tampering, witness intimidation, or interference with the judicial process.
 - Statutes requiring an agency, organization, or other entity to adopt or provide guidance on anti-retaliation or whistleblower policies.
 - Statutes prohibiting retaliation for conduct other than providing information, participating or testifying in an investigation or proceeding, or filing complaints, petitions, or affidavits with a regulatory body or law enforcement agency.
-
- CAPTION, PRELIMINARY (*repris!* OR *retaliat!* OR *whist!*).
 - (“*adverse action*” OR *discriminat!* OR “*false claims*” OR *repris!* OR “*qui tam*” OR *retaliat!* OR *whist!*).
 - (*complain!* WITHIN/5 *violat!*) AND ((*agency* OR *agent* OR *business* OR *company* OR *employee* OR *employer* OR *individual* OR *institution* OR *laborer* OR *landlord* OR *manager* OR *organization* OR *owner* OR *person* OR *supervisor* OR *supplier* OR *tenant* OR *wholesaler* OR *worker*) WITHIN/25 (*discharg!* OR *disciplin!* OR *discrim!* OR “*fired*” OR *interfer!* OR *obstruct!* OR *repris!* OR *retaliat!* OR *threaten!*).
 - ((*disclos!* OR *fil!* OR *report!*) WITHIN/5 (*illegal* OR *improper* OR *misuse* OR *unlawful!*)) AND AND ((*agency* OR *agent* OR *business* OR *company* OR *employee* OR *employer* OR *individual* OR *institution* OR *laborer* OR *landlord* OR *manager* OR *organization* OR *owner* OR *person* OR *supervisor* OR *supplier* OR *tenant* OR *wholesaler* OR *worker*) WITHIN/25 (*discharg!* OR *disciplin!* OR *discrim!* OR “*fired*” OR *interfer!* OR *obstruct!* OR *repris!* OR *retaliat!* OR *threaten!*).
 - ((*disclos!* OR *report!* OR *shar!*) WITHIN/5 *information*) AND ((*agency* OR *agent* OR *business* OR *company* OR *employee* OR *employer* OR *individual* OR *institution* OR *laborer* OR *landlord* OR *manager* OR *organization* OR *owner* OR *person* OR *supervisor* OR *supplier* OR *tenant* OR *wholesaler* OR *worker*) WITHIN/25 (*discharg!* OR *disciplin!* OR *discrim!* OR “*fired*” OR *interfer!* OR *obstruct!* OR *repris!* OR *retaliat!* OR *threaten!*).
 - ((*fil!* OR *signed* OR *submi!*) WITHIN/5 (*affidavit* OR *charges* OR *claim* OR *complaint* OR *petition* OR *report!*)) AND ((*agency* OR *agent* OR *business* OR *company* OR *employee* OR *employer* OR *individual* OR *institution* OR *laborer* OR *landlord* OR *manager* OR *organization* OR *owner* OR *person* OR *supervisor* OR *supplier* OR *tenant* OR *wholesaler* OR *worker*) WITHIN/25 (*discharg!* OR *disciplin!* OR *discrim!* OR “*fired*” OR *interfer!* OR *obstruct!* OR *repris!* OR *retaliat!* OR *threaten!*).
 - ((*give* OR *given* OR *provid!*) WITHIN/5 *testimony!*) AND ((*agency* OR *agent* OR *business* OR *company* OR *employee* OR *employer* OR *individual* OR *institution* OR *laborer* OR *landlord* OR *manager* OR *organization* OR *owner* OR *person* OR *supervisor* OR *supplier* OR *tenant* OR *wholesaler* OR *worker*) WITHIN/25 (*discharg!* OR *disciplin!* OR *discrim!* OR “*fired*” OR *interfer!* OR *obstruct!* OR *repris!* OR *retaliat!* OR *threaten!*).
 - ((*institut!* OR *participat!*) WITHIN/5 (*action* OR *claim* OR *proceed!*)) AND ((*agency* OR *agent* OR *business* OR *company* OR *employee* OR *employer* OR *individual* OR *institution* OR *laborer* OR *landlord* OR *manager* OR *organization* OR *owner* OR *person* OR *supervisor* OR *supplier* OR *tenant* OR *wholesaler* OR *worker*) WITHIN/25 (*discharg!* OR *disciplin!* OR *discrim!* OR “*fired*” OR *interfer!* OR *obstruct!* OR *repris!* OR *retaliat!* OR *threaten!*).
 - *testif!* AND ((*agency* OR *agent* OR *business* OR *company* OR *employee* OR *employer* OR *individual* OR *institution* OR *laborer* OR *landlord* OR *manager* OR *organization* OR *owner* OR *person* OR *supervisor* OR *supplier* OR *tenant* OR *wholesaler* OR *worker*) WITHIN/25 (*discharg!* OR *disciplin!* OR *discrim!* OR “*fired*” OR *interfer!* OR *obstruct!* OR *repris!* OR *retaliat!* OR *threaten!*).
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Table 1. Alabama

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Business Relations Between Wholesalers and Suppliers of Wine	<i>Ala. Code</i> § 28-8A-5(12)	No Statute Identified	Supplier	Wholesaler
Education	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
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
	State Employees Protection Act	<i>Ala. Code</i> § 36-26A-3	<i>Ala. Code</i> §§ 36-26A-4 to 36-26A-5	Supervisor	State employee (public)
Labor and Employment	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
	Child Labor	<i>Ala. Code</i> § 25-8-57	No Statute Identified	Person, employer, or agent of employer	Applicant, employee, former employee, individual, or person
	Worker's Compensation	<i>Ala. Code</i> § 25-5-11.1	No Statute Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reports	<i>Ala. Code</i> § 26-14-3(g)	No Statute Identified	Public or private employer	Employee

Source: Compiled by CRS using the *Code of Alabama, 1975*, and Alabama session laws available on Westlaw. December 2023.

Table 2. Alaska

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
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)
Government	Alaska Whistleblower Act	<i>Alaska Stat. Ann.</i> § 39.90.100	<i>Alaska Stat. Ann.</i> § 39-90.120(a)	Public employer	Employee (public)
	Equal Opportunity Employment Program	<i>Alaska Stat. Ann.</i> § 39.28.070(a)	No Statute 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(1)-(2)	Legislator or legislative employee	Person
	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)
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	No Statute Identified	Health care facility	Nurse
Housing	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 Employment	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
Military	Alaska Wage and Hour Act	<i>Alaska Stat. Ann.</i> § 23.10.135(6)	No Statute Identified	Employer	Employee
	Alaska Code of Military Justice	<i>Alaska Stat. Ann.</i> § 26.05.798	No Statute Identified	Member of the militia	Person
Occupational Health and Safety	Prevention of Accident and Health Hazards	<i>Alaska Stat. 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)	No Statute Identified	Assisted living home	Resident or resident's representative

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	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)	No Statute Identified	Employer or supervisor of a person	Person
Transportation	Alaska Railroad Corporation Act	<i>Alaska Stat. Ann.</i> § 42.40.760(a)(4)	No Statute Identified	Corporation or its agent	Employee

Source: Compiled by CRS using the *Alaska Statutes Annotated* and Alaska session laws available on Westlaw. December 2023.

Table 3. Arizona

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Employment Relations	<i>Ariz. Rev. Stat. Ann. § 23-1385(A)</i>	No Statute Identified	Agricultural employer	Agricultural employee, person
	Pesticide Control	<i>Ariz. Rev. Stat. Ann. § 3-376(A)</i>	<i>Ariz. Rev. Stat. Ann. § 3-376(B) & (C)</i>	Person	Person
Civil Rights, Human Rights	Arizona Civil Rights Act	<i>Ariz. Rev. Stat. Ann. § 41-1492.10(A)</i>	No Statute Identified	Person	Person
Crime and Law Enforcement	Adult and Juvenile Probation Officers	<i>Ariz. Rev. Stat. Ann. § 38-1136(A)</i>	No Statute Identified	Employer	Witness
	Law Enforcement Officers	<i>Ariz. Rev. Stat. Ann. § 38-1106(A)</i>	No Statute Identified	Employer	Witness
Education	Interscholastic and Intramural Athletics	<i>Ariz. Rev. Stat. Ann. § 15-120.02(F)</i>	<i>Ariz. Rev. Stat. Ann. § 15-120.02(F)</i>	School or athletic association or organization	Student
	School Employees	<i>Ariz. Rev. Stat. Ann. § 15-514(D)</i>	No Statute Identified	Governing board, school, or school district employee	Employee
	State Board of Education	<i>Ariz. Rev. Stat. Ann. § 15-213(G)</i>	ARIZ. REV. STAT. §§ 15-213(G) & 38-532(D), (H) & (K)	School district school employee who has control over personnel actions	School district school employee
Environment and Natural Resources	Water Quality Control	<i>Ariz. Rev. Stat. Ann. § 49-207(A)</i>	<i>Ariz. Rev. Stat. Ann. § 49-207(B) & (C)</i>	Person	Person
Government	Disclosure of Information by Public Employees	<i>Ariz. Rev. Stat. Ann. § 38-532</i>	<i>Ariz. Rev. Stat. Ann. § 38-532(D), (H) & (K)</i>	Employee who has control over personnel actions	Employee (public)
Healthcare	Health Care Institutions	<i>Ariz. Rev. Stat. Ann. § 36-420.03(H)</i>	No Statute Identified	Health care employer	Health care worker
	Independent Oversight Committees	<i>Ariz. Rev. Stat. Ann. § 41-3803(J)</i>	No Statute Identified	Arizona state hospital's administration and employees	Patient or patient's family

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Patient Safety Reporting and Nonretaliatory Policies	Ariz. Rev. Stat. Ann. § 36-450.02(A), (C)	No Statute Identified	Health care institution, third-party contractor of a health care institution	Health professional
	Arizona Mobile Home Parks Residential Landlord and Tenant Act	Ariz. Rev. Stat. Ann. § 33-1491(A)	ARIZ. REV. STAT. §§ 33-1475 & 33-1491(B)	Landlord	Tenant
	Arizona Residential Landlord and Tenant Act	Ariz. Rev. Stat. Ann. § 33-1381(A)	ARIZ. REV. STAT. §§ 33-1367 & 33-1381(B)	Landlord	Tenant
	Recreational Vehicle Long-Term Rental Space Act	Ariz. Rev. Stat. Ann. § 33-2148(A)	Ariz. Rev. Stat. Ann. § 33-2148(B)	Landlord	Tenant
Labor and Employment	Arizona Civil Rights Act	Ariz. Rev. Stat. §§ 41-1461(7)(ii) & 41-1464(A)	Ariz. Rev. Stat. Ann. § 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
Occupational Health and Safety	Earned Paid Sick Time	Ariz. Rev. Stat. Ann. § 23-374	No Statute Identified	Employer	Employees or former employees
	Employment Protection Act	Ariz. Rev. Stat. Ann. § 23-1501(A)(3)(c)(ii)	Ariz. Rev. Stat. Ann. § 23-1501(A)(3)(b)	Employer	Employee
	Minimum Wage and Employee Benefits	Ariz. Rev. Stat. Ann. § 23-364(A)	Ariz. Rev. Stat. Ann. § 23-364(E), (G) & (H)	Employer	Employee
	Employment Practices and Working Conditions	Ariz. Rev. Stat. Ann. § 23-425	Ariz. Rev. Stat. Ann. § 23-425(B)	Person	Employee
	Smoke-free Arizona Act	Ariz. Rev. Stat. Ann. § 36-601.01(F)	No Statute Identified	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services	Ariz. Rev. Stat. Ann. § 46-454(L)	No Statute Identified	Not Identified	Person, vulnerable adult who is the subject of a report
	Preserving the Lives of Newborn and Other Children	Ariz. Rev. Stat. Ann. § 36-2282(B)	No Statute Identified	Health care institution	Employee

Source: Compiled by CRS using the *Arizona Revised Statutes Annotated* and Arizona session laws available on Westlaw. December 2023.

Table 4. Arkansas

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Beer-Wholesalers and Suppliers	<i>Ark. Code Ann.</i> § 3-5-1107(a)(12)	<i>Ark. Code Ann.</i> § 3-5-1106	Supplier	Wholesaler
Civil Rights, Human Rights	Arkansas Civil Rights Act of 1993	<i>Ark. Code Ann.</i> § 16-123-108(a)	<i>Ark. Code Ann.</i> § 16-123-108(c) & 16-123-107(b)	Person	Individual
Education	Elementary and Secondary Education	<i>Ark. Code Ann.</i> § 6-10-114(a)(2)	No Statute Identified	Member of the board of directors, administrator, or employee of a public school	Person
	Fairness in Women's Sports Act	<i>Ark. Code Ann.</i> § 6-1-107(e)(2)	<i>Ark. Code Ann.</i> § 6-1-107(e)(2)	School or athletic association or organization	Student
Environment and Natural Resources	Public Employees' Chemical Right to Know Act	<i>Ark. Code Ann.</i> § 8-7-1010	<i>Ark. Code Ann.</i> § 8-7-1015	Public employer	Public employee
False Claims	Medicaid Fraud Act ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
	Medicaid Fraud False Claims Act ^b	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Government	Arkansas Whistle-Blower Act	<i>Ark. Code Ann.</i> § 21-1-603	<i>Ark. Code Ann.</i> §§ 21-1-604 to 21-1-606 & 21-1-610	Public employer	Public employee
Housing	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
Labor and Employment	Division of Workforce Services Law	<i>Ark. Code Ann.</i> § 11-10-106(f)	No Statute Identified	Employing unit, officer or agent of any employing unit, person	Individual
	Minimum Wage Law	<i>Ark. Code Ann.</i> § 11-4-206(b)	No Statute Identified	Employer	Employee
Military	Wage Discrimination	<i>Ark. Code Ann.</i> § 11-4-608	No Statute Identified	Employer	Employee
	Military Justice	<i>Ark. Code Ann.</i> § 12-64-849	No Statute Identified	Person subject to Military Code of Arkansas	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	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
	Arkansas Clean Indoor Air Act of 2006	<i>Ark. Code Ann.</i> § 20-27-1804(b)(2)	No Statute Identified	Individual, a person, an entity, or a business subject to the smoking prohibitions	Person
Safety, Protection, and Care for Vulnerable Groups	Clean Air on Campus Act of 2009	<i>Ark. Code Ann.</i> § 6-60-804(b)	No Statute Identified	Individual or campus	Person
	Child Maltreatment Act	<i>Ark. Code Ann.</i> § 12-18-204(a)(1)(C)	No Statute Identified	Employer or supervisor of an employee identified as a mandated reporter	Mandated reporter
	Omnibus Long-Term Care Reform Act	<i>Ark. Code Ann.</i> § 20-10-1007	No Statute Identified	Long-term care facility owner, administrator, employee, or other representative	Resident or employee of a long-term care facility

Source: Compiled by CRS using the *Arkansas Code Annotated* and Arkansas session laws available on Westlaw. December 2023.

Notes:

- a. Arkansas's Medicaid Fraud Act: *Ark. Code* §§ 5-55-101 to 5-55-115.
- b. Arkansas's Medicaid Fraud False Claims Act: *Ark. Code* §§ 20-77-901 to 20-77-912.

Table 5. California

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
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
Education	California Whistleblower Protection Act	<i>Cal. Gov't Code</i> § 8547.10(b)	<i>Cal. Gov't Code</i> §§ 8547.10(b), 8547.13 & 19683	Supervisor or manager, or with any other university officer designated for that purpose by the regents (public)	University of California employee, officer or faculty member (public), or applicant for employment
	Reporting by Community College Employees of Improper Governmental Activities	<i>Cal. Educ. Code</i> §§ 87163(a) & 81764(a)	<i>Cal. Educ. Code</i> § 81764(h)	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) & 44114(a)	<i>Cal. Educ. Code</i> § 44114(c)	Employee or person	Employee or applicant for employment with a public school employer
	Student Athlete Bill of Rights	<i>Cal. Educ. Code</i> § 67455(a)	No Statute Identified	Institution of higher education	Student athlete
False Claims	False Claims Act ^a	<i>Cal. Gov't Code</i> § 12653(a)	<i>Cal. Gov't Code</i> §§ 12653(b) & 12655	Not Identified	Employee, contractor, or agent
Government	California Whistleblower Protection Act	<i>Cal. Gov't Code</i> § 8547.8(b)	<i>Cal. Gov't Code</i> §§ 8547.8, 8547.13, 19683	Supervisor, manager, or the appointing power (public)	State employee (public) or applicant for state employment
	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)
	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Healthcare	Health Facilities	<i>Cal. Health & Safety Code</i> § 1278.5(b)	<i>Cal. Health & Safety Code</i> § 1278.5(g)	Health facility	Patient, employee, member of the medical staff, or other health care worker of the health facility
Housing	California Fair Employment and Housing Act	<i>Cal. Gov't Code</i> § 12955(f)	<i>Cal. Gov't Code</i> §§ 12960 to 12976	Owner of housing accommodations	Person
	Hiring of Real Property	<i>Cal. Civ. Code</i> § 1942.5(a)	<i>Cal. Civ. Code</i> § 1942.5(h)	Lessor	Lessee
Labor and Employment	California Fair Employment and Housing Act	<i>Cal. Gov't Code</i> § 12940(h)	<i>Cal. Gov't Code</i> §§ 12960 to 12976	Employer, labor organization, employment agency, or person	Person
	California Whistleblower Protection Act	<i>Cal. Gov't Code</i> § 8547.3	<i>Cal. Gov't Code</i> §§ 8547.3(c) & 19683	Employee	Person
	Employment Regulation and Supervision	<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
	Employment Relations	<i>Cal. Lab. Code</i> § 2810.8(c)	<i>Cal. Lab. Code</i> § 2810.8(d)	Employer	Laid off employee
	Fast Food	<i>Cal. Lab. Code</i> § 1476(a)	Not Found	Fast food restaurant operator	Employee
	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
	Sick Days	<i>Cal. Lab. Code</i> § 246.5(c)	<i>Cal. Lab. Code</i> § 248.5	Employer	Employee
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
	Long-Term Health Facilities	<i>Cal. Health & Safety Code</i> § 1432(a)	<i>Cal. Health & Safety Code</i> § 1430	Licensee	Complainant, patient, or employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Medical Foster Homes for Veterans	<i>Cal. Health & Safety Code</i> § 1568.271(c)	No Statute Identified	Licensee or employee of the licensee	Employee or person

Source: Compiled by CRS using *West's Annotated California Codes* and California session laws available on Westlaw. December 2023.

Notes:

- a. Qui tam provisions under California's False Claims Act: *Cal. Gov't Code* § 12652.

Table 6. Colorado

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	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.</i> § 8-13.5-204	Agricultural employer	Aggrieved agricultural worker or whistleblower
Civil Rights, Human Rights	Discrimination in 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)	No Statute Identified	Peace officer's employer or the employer's agent	Peace officer
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
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)-(d)	Company	Employee
Government	Collective Bargaining by County Employees	<i>Colo. Rev. Stat. Ann.</i> § 8-3.3-115(e)	No Statute Identified	County, its representatives, its agents, or anyone acting on behalf of the county	County employee
	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> §§ 24-50-1111(d) & 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)	No Statute Identified	Colorado state judicial department	Person communicating with the commission on judicial discipline
	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Healthcare	State Employee Protection	<i>Colo. Rev. Stat. Ann.</i> §§ 24-50.5-102 & 24-50.5-103	<i>Colo. Rev. Stat. Ann.</i> §§ 24-50.5-104 & 24-50.5-105	Appointing authority or supervisor (public)	Employee (public)
	Health-Care Workers	<i>Colo. Rev. Stat. Ann.</i> § 8-2-123(2)(a)	No Statute Identified	Health-care provider	Health-care worker
	Intimate Examinations of Sedated or Unconscious Patients	<i>Colo. Rev. Stat. Ann.</i> § 25-3-130(4)(a)	<i>Colo. Rev. Stat. Ann.</i> § 25-3-130(4)(a)	Health-care facility	Individual, whistleblower
Housing	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
	Mobile Home Park Act	<i>Colo. Rev. Stat. Ann.</i> § 38-12-212.5(4.5)	<i>Colo. Rev. Stat. Ann.</i> § 38-12-220	Management	Person
Labor and Employment	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
	Colorado Anti-Discrimination Act	<i>Colo. Rev. Stat. Ann.</i> § 24-34-402	<i>Colo. Rev. Stat. Ann.</i> §§ 24-34-306 & 24-34-405	Employer	Person
	Direct Care Workforce Stabilization Board Act	<i>Colo. Rev. Stat. Ann.</i> § 8-7.5-106	No Statute Identified	Direct care employer	Direct care employer, direct care consumer
	Equal Pay for Equal Work Act	<i>Colo. Rev. Stat. Ann.</i> § 8-5-102(2)(c)	<i>Colo. Rev. Stat. Ann.</i> §§ 8-5-103 to 8-5-104	Employer	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
	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
	Minimum Wages of Workers	<i>Colo. Rev. Stat. Ann.</i> § 8-6-115	No Statute Identified	Employer	Employee
	Paid Family and Medical Leave Insurance Act	<i>Colo. Rev. Stat. Ann.</i> § 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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety Safety, Protection, and Care for Vulnerable Groups	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
	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
	Wages	<i>Colo. Rev. Stat. Ann.</i> § 8-4-120	<i>Colo. Rev. Stat.</i> § 8-4-120(3)	Employer	Employee
	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
	Assisted Living Residences	<i>Colo. Rev. Stat. Ann.</i> § 25-27-104.3(4)(a)	No Statute Identified	Assisted living residence	Resident
	Care and Treatment of Persons with Mental Health Disorders				
	Emergency mental health hold	<i>Colo. Rev. Stat. Ann.</i> § 27-65-106(10)(c)	No Statute Identified	Facility	Detained person or employee
	Short-term treatment or long-term care and treatment	<i>Colo. Rev. Stat. Ann.</i> § 27-65-119(6)	No Statute Identified	Facility	Person, employee
	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
					governmental agency providing services to PACE participants.
	Community Living	<i>Colo. Rev. Stat. Ann. § 25.5-10-240</i>	<i>Colo. Rev. Stat. Ann. § 25.5-10-236</i>	Not Identified	Person
	Protective Services for at-Risk Adults	<i>Colo. Rev. Stat. Ann. § 26-3.1-102(6)</i>	No Statute Identified	Person	Person
Transportation	Reserved Parking for Persons with Disabilities	<i>Colo. Rev. Stat. Ann. § 42-4-1208(h), (i)</i>	No Statute Identified	Employer, landlord	Employee, tenant

Source: Compiled by CRS using West's *Colorado Revised Statutes Annotated* and Colorado session laws available on Westlaw. December 2023.

Notes:

- a. Colorado False Claims Act qui tam provisions: *Colo. Rev. Stat. Ann. § 24-31-1204*.
- b. Colorado Medicaid False Claims Act 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	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Crime and Law Enforcement	Department of Corrections				
	Reporting of use of unreasonable, excessive or illegal force	<i>Conn. Gen. Stat. Ann. § 18-81nn(c)</i>	<i>Conn. Gen. Stat. Ann. §§ 4-61dd(e) & 18-81nn(c)</i>	Department of Correction, employee of the Department of Correction	Correction officer
	Office of the Correction Ombuds	<i>Conn. Gen. Stat. Ann. § 18-81qq(l)</i>	No Statute Identified	No state or municipal agency	Employee
Education	Police Departments	<i>Conn. Gen. Stat. Ann. § 7-282e(a)(3)</i>	No Statute Identified	Law enforcement unit employing a police officer	Police officer
	State System of Higher Education	<i>Conn. Gen. Stat. Ann. § 10a-55b</i>		Administrator of an institution of higher education	Student, employee
	Teachers	<i>Conn. Gen. Stat. Ann. § 10-153e(b), (c)</i>	No Statute Identified	Local board of education or its representatives, organization of certified professional employees	Certified professional employee
Energy	Public Service Companies	<i>Conn. Gen. Stat. Ann. § 16-8a</i>	<i>Conn. Gen. Stat. Ann. § 16-8a(c)-(d)</i>	Public service company, holding company, person involved in the transportation of gas, Nuclear Regulatory Commission licensee or person, firm, corporation, contractor or subcontractor providing service	Employee
False Claims	False Claims and Other Prohibited Acts Under State-Administered Health or Human Services Programs ^a	<i>Conn. Gen. Stat. Ann. § 4-284</i>	<i>Conn. Gen. Stat. Ann. §§ 4-277 to 4-279 & 4-284</i>	Not Identified	Employee, contractor, or agent.
Finance, Banking, Securities, and Insurance	Corporate Accountability	<i>Conn. Gen. Stat. Ann. § 33-1336(a)</i>	<i>Conn. Gen. Stat. Ann. § 33-1336(b)</i>	Officer, employee, contractor, subcontractor or agent of	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Government				a corporation organized or licensed to do business in the state	
	Code of Ethics for Lobbyists	<i>Conn. Gen. Stat. Ann. § 1-93 (e)</i>	No Statute Identified	Person	Individual
	Code of Ethics for Public Officials	<i>Conn. Gen. Stat. Ann. § 1-82 (e)</i>	No Statute Identified	Person	Individual
	Collective Bargaining for State Employees	<i>Conn. Gen. Stat. Ann. § 5-272(a)</i>	<i>Conn. Gen. Stat. Ann. § 5-274(a), (b)</i>	Employers or their representatives or agents	Employee (public)
	Municipal Employees	<i>Conn. Gen. Stat. Ann. § 7-470(a)</i>	<i>Conn. Gen. Stat. Ann. § 7-471(5)</i>	Municipal employers or their representatives or agents	Employee (public)
	Protection of Municipal Employees	<i>Conn. Gen. Stat. Ann. § 31-51m(b)</i>	<i>Conn. Gen. Stat. Ann. § 31-51m(c)</i>	Municipal employer	Municipal employee
	Quasi-Public Agencies ^b	<i>Conn. Gen. Stat. Ann. § 1-125a (b)</i>	No Statute Identified	Quasi-public agency	Employee
Healthcare	Whistleblowing by State Employees	<i>Conn. Gen. Stat. Ann. § 4-61dd(e)</i>	<i>Conn. Gen. Stat. Ann. § 4-61dd(e)</i>	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
	Department of Public Health				
	Nursing staff	<i>Conn. Gen. Stat. Ann. § 19a-89e(j)</i>	No Statute Identified	Hospital	Registered nurse
	Reporting of adverse events	<i>Conn. Gen. Stat. Ann. § 19a-127n(g)</i>	No Statute Identified	Hospital or outpatient surgical facility	Employee, applicant for employment or health care provider
	Health Care Institutions				
	Health care facility	<i>Conn. Gen. Stat. Ann. § 19a-498a(b)</i>	<i>Conn. Gen. Stat. Ann. § 19a-498a(c), (d)</i>	Health care facility	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Nursing home facility or residential care home	<i>Conn. Gen. Stat. Ann. § 19a-532</i>	<i>Conn. Gen. Stat. Ann. § 19a-532</i>	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
	Health Insurance: Preferred Provider Networks	<i>Conn. Gen. Stat. Ann. § 38a-479ff</i>	<i>Conn. Gen. Stat. Ann. § 38a-479ff</i>	Health insurer, health care center, utilization review company	Enrollee, provider or employee
Housing	Municipal Powers	<i>Conn. Gen. Stat. Ann. § 7-148d(b)</i>	<i>Conn. Gen. Stat. Ann. §§ 7-148d(b), 7-148k</i>	Landlord	Tenant
	Rights and Responsibilities of Landlord and Tenant	<i>Conn. Gen. Stat. Ann. § 47a-20</i>	No Statute Identified	Landlord	Tenant
Labor and Employment	Connecticut Human Rights and Opportunities Act	<i>Conn. Gen. Stat. Ann. § 46a-60(4)</i>	<i>Conn. Gen. Stat. Ann. §§ 46a-82 to 46a-104</i>	Person, employer, labor organization or employment agency	Person
	Employment Regulation	<i>Conn. Gen. Stat. Ann. § 31-57v(a)</i>	<i>Conn. Gen. Stat. Ann. § 31-57v(c)</i>	Employer	Employee
	Labor Relations Act	<i>Conn. Gen. Stat. Ann. § 31-105(8)</i>	<i>Conn. Gen. Stat. Ann. § 31-107</i>	Employer	Employee
	Protection of Employees				
	Discloses employer's illegal activities or unethical practices or reports a suspected incident of child abuse or neglect	<i>Conn. Gen. Stat. Ann. § 31-51m(b)</i>	<i>Conn. Gen. Stat. Ann. § 31-51m(c)</i>	Employer	Employee
	Interns	<i>Conn. Gen. Stat. Ann. § 31-40y(b)(3)</i>	<i>Conn. Gen. Stat. Ann. §§ 46a-82 to 46a-84</i>	Employer	Intern

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Family and medical leave	<i>Conn. Gen. Stat. Ann. § 31-51pp</i>	<i>Conn. Gen. Stat. Ann. § 31-51pp(d)-(f)</i>	Employer	Employee
	Rehiring laid off employees	<i>Conn. Gen. Stat. Ann. § 31-40aa(h)</i>	<i>Conn. Gen. Stat. Ann. § 31-40aa(j)</i>	Employer	Individual
	State Contracts	<i>Conn. Gen. Stat. Ann. § 31-57e(f)(5)</i>	<i>Conn. Gen. Stat. Ann. § 31-57e(f)(4)</i>	Tribe	Individual
	Unemployment Compensation	<i>Conn. Gen. Stat. Ann. § 31-226a</i>	<i>Conn. Gen. Stat. Ann. § 31-226a(b)-(c)</i>	Employer	Employee
	Wages				
	Discrimination in compensation on the basis of sex	<i>Conn. Gen. Stat. Ann. § 31-75(c)</i>	<i>Conn. Gen. Stat. Ann. §§ 31-75(c) & 31-76</i>	Employer	Person
	Minimum wages and preference for state citizen in public building contracts	<i>Conn. Gen. Stat. Ann. § 31-69b.</i>	<i>Conn. Gen. Stat. Ann. § 31-69b(b)</i>	Employer	Employee
	Workers' Compensation	<i>Conn. Gen. Stat. Ann. § 31-290a(a)</i>	<i>Conn. Gen. Stat. Ann. § 31-290a(b)</i>	Employer	Employee
	Connecticut Occupational Safety and Health Act	<i>Conn. Gen. Stat. Ann. § 31-379</i>	<i>Conn. Gen. Stat. Ann. § 31-379(b) to 31-379(d)</i>	Person	Employee
	Safety, Protection, and Care for Vulnerable Groups				
Safety, Protection, and Care for Vulnerable Groups	Dependent and Neglected Children	<i>Conn. Gen. Stat. Ann. § 17a-101e(a)</i>	No Statute Identified	Employer	Employee
	Office of the Child Advocate	<i>Conn. Gen. Stat. Ann. § 46a-13n(b)</i>	No Statute Identified	State or municipal agency or any agency or entity providing publicly funded services	Employee
	Office of the Long-Term Care Ombudsman				
	Assistance from outside persons or entities	<i>Conn. Gen. Stat. Ann. § 17a-878(b)</i>	No Statute Identified	Person or entity	Resident, employee or other person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	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)	No Statute Identified	Not Identified	Person
	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

Source: Compiled by CRS using the *Connecticut General Statutes Annotated* and Connecticut session laws available on Westlaw. December 2023.

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	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
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
False Claims	Delaware False Claims and Reporting Act ^a	<i>Del. Code Ann.</i> tit. 6, § 1208(c)	<i>Del. Code Ann.</i> tit. 6, §§ 1204 to 1205 & 1208	Not Identified	Employee, contractor, or agent.
Government	Public Employment Relations Act	<i>Del. Code Ann.</i> tit. 19, § 1307	No Statute Identified	Public employer	Public 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
Healthcare	Community Mental Health Treatment Act	<i>Del. Code Ann.</i> tit. 16, § 5185(b)	No Statute Identified	Facility	Person
Housing	Recovery Housing	<i>Del. Code Ann.</i> tit. 16, § 2212A	No Statute 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 Employment	Child Labor Law	<i>Del. Code Ann.</i> tit. 19, § 509	No Statute Identified	Employer	Employee
	Delaware Whistleblowers' Protection Act	<i>Del. Code Ann.</i> tit. 19, § 1703	<i>Del. Code Ann.</i> tit. 19, § 1704	Employer	Employee
	Discrimination in Employment Act				
	Polygraph, lie detector or similar test	<i>Del. Code Ann.</i> tit. 19, § 704(f)	No Statute Identified	Employer	Employee
	Sexual harassment	<i>Del. Code Ann.</i> tit. 19, § 711A(d)	<i>Del. Code Ann.</i> tit. 19, §§ 712 to 715	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Unlawful employment practices	<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
	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
	Meal Breaks	<i>Del. Code Ann.</i> tit. 19, § 707(b)	No Statute Identified	Employer	Employee
	Minimum Wage	<i>Del. Code Ann.</i> tit. 19, § 910(b)	No Statute Identified	Employer	Employee
	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
	Public Works Contracting	<i>Del. Code Ann.</i> tit. 29, § 6960(k)	No Statute Identified	Employer	Employee
	Right to Inspect Personnel Files	<i>Del. Code Ann.</i> tit. 19, § 735(b)	No Statute Identified	Employer	Employee
	Wage Payment and Collection Act	<i>Del. Code Ann.</i> tit. 19, § 1112(b)	No Statute Identified	Employer	Employee
	Workers' Compensation	<i>Del. Code Ann.</i> tit. 19, § 2365	<i>Del. Code Ann.</i> tit. 19, § 2365	Employer or the duly authorized agent	Employee
	Workplace Fraud Act	<i>Del. Code Ann.</i> tit. 19, § 3509(a)	<i>Del. Code Ann.</i> tit. 19, § 3509(b)	Employer	Person
Occupational Health and Safety	Clean Indoor Air Act	<i>Del. Code Ann.</i> tit. 16, § 2907(b)	No Statute Identified	Employer	Employee
	Hazardous Chemical Information Act	<i>Del. Code Ann.</i> tit. 16, § 2415	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Long-Term Care Facilities and Services	<i>Del. Code Ann.</i> tit. 16, § 113(c)	No Statute Identified	Facility	Person

Source: Compiled by CRS using the *Delaware Statutes Annotated* and Delaware session laws available on Westlaw. December 2023.

Notes:

- a. Delaware False Claims and Reporting Act qui tam provisions: *Del. Code Ann.* tit. 6, §§ 1203 to 1207.

Table 9. District of Columbia

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	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
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)	No Statute Identified	Anyone who has the authority to take or direct others to take, recommend, or approve any personnel action	Another making a complaint or disclosing information to the Inspector General
	Whistleblower Reinforcement Act of 1998				
	Public employees	<i>D.C. Code Ann.</i> §§ 1-615.52 to 1-615.53	<i>D.C. Code Ann.</i> § 1-615.54	Supervisor (public)	Employee, former employee or applicant for employment (public)
	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 employee having the responsibility to evaluate award or administer a contract	Employees of instrumentalities of District government or District contractors
Housing	Homeless Services Reform Act of 2005	<i>D.C. Code Ann.</i> § 4-754.5	No Statute Identified	Person	Person
	Rental Housing Act of 1985	<i>D.C. Code Ann.</i> § 42-3505.02(a), (b)(3)	<i>D.C. Code Ann.</i> § 42-3502.18	Housing provider	Tenant
Labor and Employment	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	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
	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
	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
	Domestic Worker Employment Rights Amendment Act of 2022	<i>D.C. Code Ann.</i> § 32-1071.02(e) (applicable Jan. 29, 2024)	<i>D.C. Code Ann.</i> § 32-1071.04(d) (applicable Jan. 29, 2024)	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
	Universal Paid Leave Amendment Act of 2016	<i>D.C. Code Ann.</i> § 32-541.10(b)	<i>D.C. Code Ann.</i> § 32-531.12	Employer	Person
	Wage Transparency Act of 2014	<i>D.C. Code Ann.</i> § 32-1452(3)	No Statute Identified	Employer	Employee
	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
	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
	Safety, Protection, and Care for Vulnerable Groups	D.C. Long-Term Care Ombudsman Program Act of 1988	No Statute Identified	Person	Employee of a long-term care facility or agency, resident, or resident representative
Transportation	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
	Washington Metropolitan Area Transit Authority Compact	<i>D.C. Code Ann.</i> § 9-1107.01(76)(i)(20)	No Statute Identified	Employee of the Metro Transit Police	Person who files a complaint

Source: Compiled by CRS using West's *District of Columbia Code Annotated* and District of Columbia session laws available on Westlaw. December 2023.

Notes:

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

Table 10. Florida

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	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
	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
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> § 68.084	<i>Fla. Stat. Ann.</i> §§ 68.084 & 112.3187	Employer	Employee
Government	Labor Organizations	<i>Fla. Stat. Ann.</i> § 447.501(1)(d)	No Statute Identified	Public employers	Public employee
	Whistle-blower's Act	<i>Fla. Stat. Ann.</i> § 112.3187(4)	<i>Fla. Stat. Ann.</i> § 112.3187(7) to (9)	Agency (public) or independent contractor (government)	Employee (public) or employee of independent contractor (government)
Healthcare	Hospital Licensing and Regulation	<i>Fla. Stat. Ann.</i> § 395.1041 (4)(c)	<i>Fla. Stat. Ann.</i> § 395.1041 (5)(b)	Hospital, government agency, or person	Physician or person
	Medical Malpractice and Related Matters	<i>Fla. Stat. Ann.</i> § 766.1016(6)	No Statute Identified	Employer	Employee
	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	Florida Mobile Home Act	<i>Fla. Stat. Ann.</i> § 723.0615(1)(a)	No Statute Identified	Mobile home park owner	Home owner
Labor and Employment	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Florida Minimum Wage Act	<i>Fla. Stat. Ann.</i> § 448.110(5)	<i>Fla. Stat. Ann.</i> § 448.110(6)	Employer	Person
	Florida Whistleblower Act	<i>Fla. Stat. Ann.</i> § 448.102	<i>Fla. Stat. Ann.</i> §§ 448.103 to 448.104	Employer	Employee
	Florida's Workers' Compensation Law	<i>Fla. Stat. Ann.</i> § 440.105(2)(a)(3)	No Statute Identified	Employer	Employee
	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

Source: Compiled by CRS using *West's Florida Statutes Annotated* and Florida session laws available on Westlaw. December 2023.

Notes:

- a. Florida False Claims Act qui tam provisions: *Fla. Stat. Ann.* §§ 68.083 to 68.085.

Table 11. Georgia

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
False Claims	State False Medicaid Claims Act ^a	<i>Ga. Code Ann.</i> § 49-4-168.4(a)	<i>Ga. Code Ann.</i> § 49-4-168.4(b)	Not Identified	Any employee, contractor, or agent.
	Taxpayer Protection Against False Claims ^b	<i>Ga. Code Ann.</i> § 23-3-122(l)(1)	<i>Ga. Code Ann.</i> § 23-3-122(l)(2)	Not Identified	Any employee, contractor, or agent
Government	Local Government Employee Sexual Harassment Right of Action	<i>Ga. Code Ann.</i> § 34-5A-2(a)	<i>Ga. Code Ann.</i> § 34-5A-2(b)	County, municipality, or consolidated government	Individual working for a county, municipality, or consolidated government (public)
	Office of the Inspector General	<i>Ga. Code Ann.</i> § 45-12-214(b)	No Statute Identified	Agency, officer, or official (public)	Official, officer, or employee (public)
	Public Employee Hazardous Chemical Protection and Right to Know Act of 1988	<i>Ga. Code Ann.</i> § 45-22-10	<i>Ga. Code Ann.</i> § 45-22-11	Person	Employee (public)
	Public Officers and Employees	<i>Ga. Code Ann.</i> § 45-1-4(d)	<i>Ga. Code Ann.</i> § 45-1-4(e)	Public employer	Public employees
	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
Labor and Employment	Fair Employment Practices Act of 1978				
	Conspiracy or violation of confidential records	<i>Ga. Code Ann.</i> § 45-19-44(a)(2)	<i>Ga. Code Ann.</i> §§ 45-19-36 to 45-19-39	Person	Person
	Conspiracy	<i>Ga. Code Ann.</i> § 45-19-45(1)	<i>Ga. Code Ann.</i> §§ 45-19-36 to 45-19-39	Person or two or more persons	Person
	Georgia Equal Employment for Persons With Disabilities Code	<i>Ga. Code Ann.</i> § 34-6A-5	<i>Ga. Code Ann.</i> § 34-6A-6	Employer	Person or applicant for employment
	Sex Discrimination in Employment	<i>Ga. Code Ann.</i> § 34-5-3(c)	<i>Ga. Code Ann.</i> § 34-5-3(c)	Person	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Disabled Adults and Elder Persons Protection Act	<i>Ga. Code Ann.</i> § 30-5-4.1(1)	No Statute Identified	Person	Person or disabled adult or elder person who is subject of a report
	Georgia Child Advocate for the Protection of Children Act	<i>Ga. Code Ann.</i> § 15-11-745(a)	No Statute Identified	Person	Child, parent, guardian, or legal custodian of a child, employee of a facility, agency, institution or other type of provider, or any other person
	Long-term Care Facility Resident Abuse Reporting Act	<i>Ga. Code Ann.</i> § 31-8-87	No Statute Identified	Person or facility	Person
	Long-Term Care Ombudsman Program	<i>Ga. Code Ann.</i> § 31-8-60	No Statute Identified	Person	Resident or relative or guardian of a resident, any employee of a long-term care facility, or any other person
	Office of Disability Services Ombudsman	<i>Ga. Code Ann.</i> § 37-2-40(a)	No Statute Identified	Person	Consumer, relative of a consumer, guardian or health care agent of a consumer, any employee of a services provider, or any other person
	Remedies for Residents of Personal Care Homes Act	<i>Ga. Code Ann.</i> § 31-8-136(d)	<i>Ga. Code Ann.</i> § 31-8-136(d)	Personal care home or its governing body, administrator, or employee	Resident or the representative or legal surrogate of the resident

Source: Compiled by CRS using West's *Code of Georgia Annotated* and Georgia session laws available on Westlaw. December 2023.

Notes:

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

Table 12. Hawaii

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Crime and Law Enforcement	Law Enforcement Standards	<i>Haw. Rev. Stat. Ann.</i> § 139-11(g)	No Statute Identified	Not Identified	Law enforcement officer
Environment and Natural Resources	Hawaii Environmental Response Law	<i>Haw. Rev. Stat. Ann.</i> § 128D-15	No Statute Identified	Person	Person
False Claims	Qui Tam Actions or Recovery of False Claims to the Counties ^a	<i>Haw. Rev. Stat. Ann.</i> § 46-180(a)	<i>Haw. Rev. Stat. Ann.</i> § 46-180(b)	Not Identified	Employee, contractor, or agent
	Qui Tam Actions or Recovery of False Claims to the State ^b	<i>Haw. Rev. Stat. Ann.</i> § 661-30(c)	<i>Haw. Rev. Stat. Ann.</i> § 661-30(b)	Not Identified	Employee, contractor, or agent
Housing	Condominiums	<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
Labor and Employment	Residential Landlord-Tenant Code	<i>Haw. Rev. Stat. Ann.</i> § 521-74(1)	No Statute Identified	Landlord	Tenant
	Discriminatory Practices	<i>Haw. Rev. Stat. Ann.</i> § 378-2.3(b)	<i>Haw. Rev. Stat. Ann.</i> § 378-5	Employer	Employee
	Employment Practices	<i>Haw. Rev. Stat. Ann.</i> § 378-2(a)(2)	<i>Haw. Rev. Stat. Ann.</i> § 378-5	Employer, labor organization, or employment agency	Individual
	Hawaii Employment Relations Act	<i>Haw. Rev. Stat. Ann.</i> § 377-6(8)	<i>Haw. Rev. Stat. Ann.</i> § 377-9	Employer	Employee
	Unlawful Suspension or Discharge	<i>Haw. Rev. Stat. Ann.</i> § 378-32(a)(3)	<i>Haw. Rev. Stat. Ann.</i> §§ 378-33 and 378-35	Employer	Employee
	Wage and Hour Law	<i>Haw. Rev. Stat. Ann.</i> § 387-12(a)(3)	No Statute Identified	Employer or the employer's agent or any officer or agent of a corporation	Employee
	Wages and Other Compensation	<i>Haw. Rev. Stat. Ann.</i> § 388-10(b)(2)	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Whistleblowers' Protection Act	<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
Military	Hawaii Code of Military Justice	<i>Haw. Rev. Stat. Ann.</i> § 124B-194(a)	No Statute Identified	Any person subject to the Hawaii Code of Military Justice	Person
Occupational Health and Safety	Hawaii Occupational Safety and Health Law	<i>Haw. Rev. Stat.</i> § 396-8(e)	<i>Haw. Rev. Stat.</i> § 396-8(e)(4)-396-8(e)(8)	Person	Employee
	Smoking	<i>Haw. Rev. Stat. Ann.</i> § 328J-10(a)	No Statute Identified	Person or employer	Employee, applicant for employment, or customer
Safety, Protection, and Care for Vulnerable Groups	Office of the Long-Term Care Ombudsman	<i>Haw. Rev. Stat. Ann.</i> § 349-23(a), (b)	No Statute Identified	Long-term care facility or any of its employees	No resident of a long-term care facility or person

Source: Compiled by CRS using *West's Hawai'i Revised Statutes Annotated* and Hawaii session laws available on Westlaw. December 2023.

Notes:

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

Table 13. Idaho

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Farm Labor Contractor Licensing	<i>Idaho Code Ann. § 44-1615</i>	<i>Idaho Code Ann. § 44-1613</i>	Farm labor contractor	Employee
	Sanitation Facilities for Farm Workers	<i>Idaho Code Ann. § 44-1904</i>	No Statute Identified	Farm operator or farm labor contractor	Workers
Civil Rights, Human Rights	Idaho Human Rights Act	<i>Idaho Code Ann. § 67-5911</i>	<i>Idaho Code Ann. § 67-5907 to 67-5908</i>	Person or business entity	Individual
Education	Fairness in Women's Sports Act	<i>Idaho Code Ann. § 33-6205(2)</i>	<i>Idaho Code Ann. § 33-6205(2)</i>	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. § 39-4420(1)</i>	<i>Idaho Code Ann. § 39-4420(2)</i>	Employer	Employee of a hazardous waste generator, transporter or treatment, storage, or disposal facility or site
Government	Idaho Protection of Public Employees Act	<i>Idaho Code Ann. § 6-2104(2)(a)</i>	<i>Idaho Code Ann. §§ 6-2105 to 6-2107</i>	Employer (public)	Employee (public)
Housing	Floating Homes Residency Act	<i>Idaho Code Ann. § 55-2715(1)</i>	No Statute Identified	Landlord	Tenant
	Manufactured Home Residency Act	<i>Idaho Code Ann. § 55-2015(1)</i>	No Statute Identified	Landlord	Tenant
Labor and Employment	Claims for Wages	<i>Idaho Code Ann. § 45-613</i>	<i>Idaho Code Ann. §§ 45-615 to 45-619</i>	Employer	Employee
	Discriminatory Payment of Wages Based Upon Sex	<i>Idaho Code Ann. § 44-1702(3)</i>	<i>Idaho Code Ann. § 44-1704</i>	Employer	Employee
	Minimum Wage Law	<i>Idaho Code Ann. § 44-1509</i>	<i>Idaho Code Ann. §§ 44-1508 & 45-615 to 45-619</i>	Employer	Employee
Military	Idaho Code of Military Justice	<i>Idaho Code Ann. § 46-1102 (art. 132)</i>	No Statute Identified	Person subject to the Code of Military Justice	Person
Occupational Health and Safety	Clean Indoor Air	<i>Idaho Code Ann. § 39-5506(3)</i>	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Office of Ombudsman for the Elderly	<i>Idaho Code Ann.</i> § 67-5009	No Statute Identified	Long-term care facilities	Employee or person

Source: Compiled by CRS using West's *Idaho Code Annotated* and Idaho session laws available on Westlaw. December 2023.

Table 14. Illinois

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	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
Civil Rights, Human Rights	Illinois Human Rights Act	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	Person
Education	Whistle Blower Protection	105 <i>Ill. Comp. Stat. Ann.</i> 5/34-2.4c(b)	No Statute Identified	Board of Education, employees of the Board of Education, local school councils, or exclusive bargaining representatives of employees	Employee or local school council member
Environment and Natural Resources	Coal Mining Act	225 <i>Ill. Comp. Stat. Ann.</i> 705/13.13	No Statute Identified	Person or operator	Employee
False Claims	Illinois False Claims Act ^a	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
Government	Illinois Public Labor Relations Act	5 <i>Ill. Comp. Stat. Ann.</i> 315/10(a)(3)	5 <i>Ill. Comp. Stat. Ann.</i> 315/11	Employer or its agents	Public employee
	Personnel Code	20 <i>Ill. Comp. Stat. Ann.</i> 415/19c.1(2)	No Statute Identified	Employer (public)	Employee (public)
	Public Officer Prohibited Activities Act	50 <i>Ill. Comp. Stat. Ann.</i> 105/4.1(a)	50 <i>Ill. Comp. Stat. Ann.</i> 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 <i>Ill. Comp. Stat. Ann.</i> 430/15-10	5 <i>Ill. Comp. Stat. Ann.</i> 430/15-25	Officer, a member, a State employee, or a State agency (public)	State employee (public)
Healthcare	Hospital Licensing Act	210 <i>Ill. Comp. Stat. Ann.</i> 85/9.6(c)	No Statute Identified	Administrator, agent, or employee of a hospital or a member of its medical staff	Person
	Hospital Report Card Act	210 <i>Ill. Comp. Stat. Ann.</i> 86/35(a)	210 <i>Ill. Comp. Stat. Ann.</i> 86/40	Hospital	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	ID/DD Community Care Act	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
	MC/DD Act	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
	Nurse Practice Act	225 Ill. Comp. Stat. Ann. 65/50-50(a)(17)	No Statute Identified	Person	Nurse
	Nursing Home Care Act	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
	Retaliatory Eviction Act	765 Ill. Comp. Stat. Ann. 720/1	No Statute Identified	Landlord	Tenant
Labor and Employment	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
	Equal Pay Act of 2023	820 Ill. Comp. Stat. Ann. 112/10(c)	820 Ill. Comp. Stat. Ann. 112/30	Person	Individual
	Family Military Leave Act	820 Ill. Comp. Stat. Ann. 151/25	820 Ill. Comp. Stat. Ann. 151/30	Employer	Employee
	Minimum Wage Law	820 Ill. Comp. Stat. Ann. 105/11(c)	No Statute Identified	Employer or his agent, or the officer or agent of any private employer	Employee
	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
	Victims' Economic Security and Safety Act	820 Ill. Comp. Stat. Ann. 180/20(f)(2)	820 Ill. Comp. Stat. Ann. 180/35	Person	Individual

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Military	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
	Whistleblower Act	740 Ill. Comp. Stat. Ann. 174/15	740 Ill. Comp. Stat. Ann. 174/30	Employer	Employee
	Illinois Code of Military Justice	20 Ill. Comp. Stat. Ann. 1807/132, art. 132(a)	No Statute Identified	Person subject to the Illinois Code of Military Justice	Person
Occupational Health and Safety	Occupational Safety and Health Act	820 Ill. Comp. Stat. Ann. 219/110(a)	820 Ill. Comp. Stat. Ann. 219/110(b), (c)	Person, Employer	Employee
	Smoke Free Campus Act	110 Ill. Comp. Stat. Ann. 64/15(b)	No Statute Identified	Individual or campus	Person
	Toxic Substances Disclosure to Employees Act	820 Ill. Comp. Stat. Ann. 255/14(b)	820 Ill. Comp. Stat. Ann. 255/17	Employer	Employee, prospective employee, or employee representative
Safety, Protection, and Care for Vulnerable Groups	Illinois Act on the Aging	20 Ill. Comp. Stat. Ann. 105/4.04(f)	No Statute Identified	Person	Long term care facility resident or employee
Transportation	Metropolitan Transit Authority Act	70 Ill. Comp. Stat. Ann. 3605/49	No Statute Identified	Chicago Transit Authority (public)	Employee (public)

Source: Compiled by CRS using West's *Smith-Hurd Illinois Compiled Statutes Annotated* and Illinois session laws available on Westlaw. December 2023.

Notes:

- a. Illinois False Claims Act qui tam provisions: 740 Ill. Comp. Stat. § 175/4.

Table 15. Indiana

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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Retaliatory Acts by Landlords	<i>Ind. Code Ann.</i> §§ 32-31-8.5-2(1), (5), 32-31-8.5-4 & 32-31-8.5-59(a)	No Statute Identified	Landlord	Tenant
Labor and Employment	Minimum Wage Law of 1965	<i>Ind. Code Ann.</i> § 22-2-2-11(a)	No Statute Identified	Employer	Employee
	Unlawful Labor Practices	<i>Ind. Code Ann.</i> § 22-5-3-3	No Statute Identified	Private employer under public contract	Employee of private employers under public contract
Occupational Health and Safety	Indiana Occupational Safety and Health Act	<i>Ind. Code Ann.</i> § 22-8-1.1-38.1(a)	<i>Ind. Code Ann.</i> § 22-8-1.1-38.1(b)	Person	Employee
	Prohibition on Smoking	<i>Ind. Code Ann.</i> § 7.1-5-12-11	No Statute Identified	Owner, a manager, or employer	Individual
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services	<i>Ind. Code Ann.</i> § 12-10-3-11(c)	No Statute Identified	Employer	Employee
	Child Services Ombudsman	<i>Ind. Code Ann.</i> § 35-44.2-1-5(a)(3)	No Statute Identified	Person	Person
	Services for Individuals with Disabilities	<i>Ind. Code Ann.</i> § 12-11-13-16(3)	No Statute Identified	Person	Resident, a client, an employee, or another person

Source: Compiled by CRS using *West's Annotated Indiana Code* and Indiana session laws available on Westlaw. December 2023.

Notes:

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

Table 16. Iowa

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Beer Brewers and Wholesalers-Canned Cocktails	<i>Iowa Code Ann.</i> § 123A.9(7)	<i>Iowa Code Ann.</i> § 123A.9	Brewer	Wholesaler
Civil Rights, Human Rights	Iowa Civil Rights Act of 1965	<i>Iowa Code Ann.</i> § 216.11	<i>Iowa Code Ann.</i> §§ 216.15 to 216.17	Person	Person
Education	School Districts	<i>Iowa Code Ann.</i> § 279.14B	No Statute Identified	Board of Directors of a school district	Employee or contractor
	Speech and Expression at Public Institutions of Higher Education	<i>Iowa Code 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
Government	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
	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) to 70A.28(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)
	Reprisals prohibited	<i>Iowa Code Ann.</i> § 70A.29	<i>Iowa Code Ann.</i> § 70A.29(3) & (4)	Person (public)	Employee (public)
Healthcare	Health Care Facilities	<i>Iowa Code Ann.</i> § 135C.46(1)	No Statute Identified	Facility	Resident or employee
Housing	Manufactured Home Communities or Mobile	<i>Iowa Code Ann.</i> § 562B.32(1)	<i>Iowa Code Ann.</i> § 562B.32(2)	Landlord	Tenant

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Labor and Employment	Home Parks Residential Landlord and Tenant Law				
	Uniform Residential Landlord and Tenant Law	<i>Iowa Code Ann. § 562A.36(1)(a)</i>	<i>Iowa Code Ann. § 562A.36(2)</i>	Landlord	Tenant
	Employer-Employee Offenses				
	Genetic testing	<i>Iowa Code Ann. § 729.6 (7)</i>	<i>Iowa Code Ann. § 729.6 (8)</i>	Person	Employee, labor organization member, or licensee, or prospective employee, member, or licensee
Occupational Health and Safety	Use of polygraph examinations	<i>Iowa Code Ann. § 730.4(4)</i>	<i>Iowa Code Ann. § 730.4(5)</i>	Person	Employee
	Iowa Wage Payment Collection Law	<i>Iowa Code Ann. § 91A.10</i>	<i>Iowa Code Ann. § 91A.10(5)</i>	Any employee	Any employee
	Occupational Safety and Health	<i>Iowa Code Ann. § 88.9(3)(a)</i>	<i>Iowa Code Ann. § 88.9(3)(b)</i>	Person	Employee
	Smokefree Air Act	<i>Iowa Code Ann. §§ 142D.7 & 142D.9(3)</i>	No Statute Identified	Person or employer	Employee, applicant for employment, or customer
Safety, Protection, and Care for Vulnerable Groups	Worker Right to Know Law	<i>Iowa Code Ann. § 89B.9</i>	<i>Iowa Code Ann. § 89B.9</i>	Employer	Employee
	Adult Day Services	<i>Iowa Code Ann. § 231D.12(1)</i>	No Statute Identified	Adult day services program	Participant, participant's family, or an employee of the program
	Assisted Living Programs	<i>Iowa Code Ann. § 231C.13</i>	No Statute Identified	Assisted living program	Tenant, tenant's family, or employee
	Child Abuse Reporting, Assessment, and Rehabilitation	<i>Iowa Code Ann. § 232.73A(2)</i>	<i>Iowa Code Ann. § 232.73A(2)</i>	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Dependent Adult Abuse in Facilities and Programs	<i>Iowa Code Ann.</i> § 235E.2	No Statute Identified	Person or employer	Person
	Elder Group Homes	<i>Iowa Code Ann.</i> § 231B.13	No Statute Identified	Elder group home	Tenant, a tenant's family, or employee
	Long-Term Care Ombudsman	<i>Iowa Code Ann.</i> § 231.42(9)	No Statute Identified	An officer, owner, director, or employee of a long-term care facility, assisted living program, or elder group home	Person

Source: Compiled by CRS using the *Iowa Code Annotated* and Iowa session laws available on Westlaw. December 2023.

Notes:

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

Table 17. Kansas

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Labor Relations	<i>Kan. Stat. Ann. § 44-828(b)(4)</i>	<i>Kan. Stat. Ann. § 44-829</i>	Agricultural employer	Employee
Crime and Law Enforcement	Kansas Sexually Violent Predators Act	<i>Kan. Stat. Ann. § 59-29a22</i>	No Statute Identified	Person	Person or employee
Education	Fairness in Women's Sports Act	<i>Kan. Stat. Ann. § 60-5605(b)</i>	<i>Kan. Stat. Ann. § 60-5605(b)</i>	Public educational entity or athletic association or organization	Student
	Student Health	<i>Kan. Stat. Ann. § 72-6286(b)</i>	<i>Kan. Stat. Ann. § 72-6286(b)</i>	School district or any employee	Student
False Claims	Kansas False Claims Act	<i>Kan. Stat. Ann. § 75-7506</i>	<i>Kan. Stat. Ann. § 75-7506</i>	Employer	Employee
Government	Kansas Whistleblower Act	<i>Kan. Stat. Ann. § 75-2973</i>	<i>Kan. Stat. Ann. § 75-2973(f)</i>	Supervisor or appointing authority (public)	Employee (public)
	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)
Housing	Mobile Home Parks Residential Landlord and Tenant Act	<i>Kan. Stat. Ann. § 58-25,125(a)</i>	<i>Kan. Stat. Ann. §§ 58-25,125(b) & 58-25,119</i>	Landlord	Tenant
	Residential Landlord and Tenant Act	<i>Kan. Stat. Ann. § 58-2572(a)</i>	<i>Kan. Stat. Ann. §§ 58-2572(b) & 58-2572</i>	Landlord	Tenant
Labor and Employment	Kansas Act Against Discrimination	<i>Kan. Stat. Ann. § 44-1009(a)(4)</i>	<i>Kan. Stat. Ann. § 44-1005</i>	Employer, employment agency or labor organization	Person
	Kansas Act of 1943	<i>Kan. Stat. Ann. § 44-809</i>	No Statute Identified	Person	Employee
	Kansas Age Discrimination in Employment Act violations	<i>Kan. Stat. Ann. § 44-1113(a)(5)</i>	<i>Kan. Stat. Ann. § 44-1115</i>	Employer, employment agency or labor organization	Person
	Minimum Wage and Maximum Hours Law	<i>Kan. Stat. Ann. § 44-1210(b)</i>	No Statute Identified	Employer	Employee
	Regulation of Labor and Industry	<i>Kan. Stat. Ann. § 44-615</i>	No Statute Identified	Person, firm or corporation	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Kansas Indoor Clean Air Act	<i>Kan. Stat. Ann.</i> § 21-6112(f)	No Statute Identified	Employer	Employee, applicant for employment or customer
	Regulation of Labor and Industry	<i>Kan. Stat. Ann.</i> § 44-636(f)	No Statute Identified	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Long-Term Care Ombudsman Act	<i>Kan. Stat. Ann.</i> § 75-7313(b)	No Statute Identified	Person	Officer or employee of a facility or against any resident or any guardian or family member thereof

Source: Compiled by CRS using *West's Kansas Statutes Annotated* and Kansas session laws available on Westlaw. December 2023.

Table 18. Kentucky

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Environment and Natural Resources	Mine Safety Violations	<i>Ky. Rev. Stat. Ann.</i> § 351.030(1)	No Statute Identified	Employer	Person
Government	Auditor of Public Accounts	<i>Ky. Rev. Stat. Ann.</i> § 43.035(1) ^a	No Statute Identified	Organizational units, employees, or contractors of the Cabinet for Health and Family Services	Complainant or cabinet employee
	Collective Bargaining for Police Officers and Firefighters				
	Urban-County Government	<i>Ky. Rev. Stat. Ann.</i> § 67A.6904(1)(d)	<i>Ky. Rev. Stat. Ann.</i> § 67A.6906	Urban-county governments and their representatives and agents	Employee (public)
	Local Government	<i>Ky. Rev. Stat. Ann.</i> § 67C.406(1)(d)	<i>Ky. Rev. Stat. Ann.</i> § 67C.410	Consolidated local governments, their representatives, or their agents	Employee (public)
	Firefighters Collective Bargaining Act	<i>Ky. Rev. Stat. Ann.</i> § 345.050(1)(d)	<i>Ky. Rev. Stat. Ann.</i> § 345.070	Public employers, their representatives or their agents	Employee (public)
	Kentucky Whistleblower Act	<i>Ky. Rev. Stat. Ann.</i> § 61.102	<i>Ky. Rev. Stat. Ann.</i> § 61.103	Employer (public)	Employee (public)
Healthcare	Patient Safety Act	<i>Ky. Rev. Stat. Ann.</i> § 216B.165(3)	No Statute Identified	Health care facility or service	Agent or employee
	Unlawful Practices	<i>Ky. Rev. Stat. Ann.</i> § 344.372	<i>Ky. Rev. Stat. Ann.</i> § 344.450	Health facility	Health care worker
Housing	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Labor and Employment	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
	Wage Discrimination Because of Sex	<i>Ky. Rev. Stat. Ann.</i> § 337.423(4)	<i>Ky. Rev. Stat. Ann.</i> § 337.427	Employer	Employee
	Wages and Hours	<i>Ky. Rev. Stat. Ann.</i> § 337.990(9)	No Statute Identified	Employer	Employee
Occupational Health and Safety	Occupational Safety and Health of Employees	<i>Ky. Rev. Stat. Ann.</i> § 338.121(3)	<i>Ky. Rev. Stat. Ann.</i> § 338.121(3)(b)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Long-Term Care Act	<i>Ky. Rev. Stat. Ann.</i> § 216.541(2)	No Statute Identified	Long-term-care facility or other entity	Employee or resident

Source: Compiled by CRS using *Baldwin's Kentucky Revised Statutes Annotated* and Kentucky session laws available on Westlaw. December 2023.

a. Effective July 1, 2024.

Table 19. Louisiana

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Wholesalers and Suppliers of Beer	<i>La. Stat. Ann.</i> § 26:803(12)	<i>La. Stat. Ann.</i> § 26:810	Supplier	Wholesaler
Civil Rights, Human Rights	Louisiana Commission on Civil Rights Act	<i>La. Stat. Ann.</i> § 51:2256	<i>La. Stat. Ann.</i> § 51:2264	Employer	Person
Crime and Law Enforcement	Rights of Law Enforcement Officers While Under Investigation	<i>La. Stat. Ann.</i> § 40:2537(A)	<i>La. Stat. Ann.</i> § 40:2537(B)	Employer	Police employee
Education	Campus Accountability and Safety Act	<i>La. Stat. Ann.</i> § 17:3399.13.5(A)	No Statute Identified	Institution	Employee or student
	Fairness in Women's Sports Act	<i>La. Stat. Ann.</i> § 4:446(B)	<i>La. Stat. Ann.</i> § 4:446(E)	School, athletic association, or other organization	Biological female student
Environment and Natural Resources	Environmental Quality	<i>La. Stat. Ann.</i> § 30:2027(A)	<i>La. Stat. Ann.</i> § 30:2027(B)	Firm, business, private or public corporation, partnership, individual employer, or federal, state, or local governmental agency	Employee
	Hurricane Relief Programs Integrity Act ^a	<i>La. Stat. Ann.</i> § 39:2163(A)	<i>La. Stat. Ann.</i> § 39:2163(C)	Employer, business organization, government agency, or other person	Employee or individual
	Lead Hazard Reduction, Licensure and Certification	<i>La. Stat. Ann.</i> § 30:2351.54(A)	<i>La. Stat. Ann.</i> §§ 30:2027 & 30:2351.54(B)	Person	Person
	Oil Spill Relief Programs Integrity Act ^b	<i>La. Stat. Ann.</i> § 39:2165.12(A), (B)	<i>La. Stat. Ann.</i> § 39:2165.12(C)	Employer, business organization, government agency, or other person	Employee or individual
	Surface Mining and Reclamation Act	<i>La. Stat. Ann.</i> § 30:928(A)	<i>La. Stat. Ann.</i> § 30:928(B)	Person	Employee or any authorized representative of employees

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
False Claims	Medical Assistance Programs Integrity Law ^c	<i>La. Stat. Ann.</i> § 46:440.3(A) & (B)	<i>La. Stat. Ann.</i> § 46:440.3(C)	Employer, health care provider	Employee or individual
Government	Code of Governmental Ethics	<i>La. Stat. Ann.</i> § 42:1169(A)	<i>La. Stat. Ann.</i> § 42:1169(B)	Employee with authority to hire, fire, or discipline employees, supervisor, agency head, or elected official	Public employees
Healthcare	Healthcare Workplace Violence Prevention	<i>La. Stat. Ann.</i> § 40:2199.17	No Statute Identified	Regulated entity	Employee
	Retaliation by Health Care Provider	<i>La. Stat. Ann.</i> § 40:2009.17	No Statute Identified	Health care provider or government agency	Person or client
Labor and Employment	Labor and Workers' Compensation	<i>La. Stat. Ann.</i> § 23:964(A)	No Statute Identified	Employer	Employee
	Louisiana Employment Discrimination Law				
	Age discrimination	<i>La. Stat. Ann.</i> § 23:312(D)	<i>La. 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. Stat. Ann.</i> § 23:352(D)	<i>La. Stat. Ann.</i> § 23:303	Employer, employment agency, or labor organization	Employee, applicants for employment, individual, member, or applicant for membership
	Louisiana Whistleblower Law	<i>La. Stat. Ann.</i> § 23:967(A)	<i>La. Stat. Ann.</i> § 23:967(B)	Employer	Employee
Military	Louisiana Code of Military Justice	<i>La. Stat. Ann.</i> § 29:232, art. 132(A)	No Statute Identified	Person subject to the Louisiana Code of Military Justice	Person
	Military Service Relief Act	<i>La. Stat. Ann.</i> § 29:404(C)	<i>La. Stat. Ann.</i> § 29:421	Employer	Person
Safety, Protection, and Care for Vulnerable Groups	Residents' Bill of Rights	<i>La. Stat. Ann.</i> § 40:2010.8(A)(3)	<i>La. Stat. Ann.</i> § 40:2010.9	Nursing home, health care facility	Resident
	State Long-Term Care Ombudsman	<i>La. Stat. Ann.</i> § 40:2010.4(C)	No Statute Identified	Long-term care facility or other entity	Resident or employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Whistleblower Protection	<i>La. Stat. Ann.</i> § 23:968(A)	<i>La. Stat. Ann.</i> § 23:968(B)	Employer	Employee

Source: Compiled by CRS using *West's Louisiana Statutes Annotated* and Louisiana session laws available on Westlaw. December 2023.

Notes:

- a. The Hurricane Relief Programs Integrity Act qui tam provisions: *La. Stat. Ann.* §§ 39:2157 to 39:2160.
- b. The Oil Spill Relief Programs Integrity Act qui tam provisions: *La. Stat. Ann.* §§ 39:2165.7 to 39:2165.9.
- c. Medical Assistance Programs Integrity Law qui tam provisions: *La. Stat. Ann.* §§ 46:439.1 to 46:439.4.

Table 20. Maine

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Promote Safety and Fair Labor Practices for Forestry Workers Act	<i>Me. Rev. Stat. Ann. tit. 26, § 644</i>	No Statute Identified	Employee or person	Worker
Civil Rights, Human Rights	Human Rights Act	<i>Me. Rev. Stat. Ann. tit. 5, § 4633(1)</i>	<i>Me. Rev. Stat. Ann. tit. 5, §§ 4611 to 4614, 4633(3), 4621, 4622 & 4623</i>	Person	Individual
Education	University of Maine System Labor Relations Act	<i>Me. Rev. Stat. Ann. tit. 26, § 1027(1)(D)</i>	<i>Me. Rev. Stat. Ann. tit. 26, § 1029</i>	University, its representatives and agents, the academy, its representatives and agents and the community colleges, their representatives and agents	Employee
Energy	Apprenticeship in Energy Facility Construction	<i>Me. Rev. Stat. Ann. tit. 26, § 3502(3)(B)</i>	No Statute Identified	Construction employer	Employee
False Claims	Civil Liability for Persons Making False Claims ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Government	Judicial Employees Labor Relations Act	<i>Me. Rev. Stat. Ann. tit. 26, § 1284(1)(D)</i>	<i>Me. Rev. Stat. Ann. tit. 26, § 1289</i>	Public employer, its representatives and agents	Employee
	Municipal Public Employees Labor Relations Law	<i>Me. Rev. Stat. Ann. tit. 26, § 964(1)(D)</i>	<i>Me. Rev. Stat. Ann. tit. 26, § 968(5)</i>	Public employers, their representatives and their agents	Employee
	State Employees Labor Relations Act	<i>Me. Rev. Stat. Ann. tit. 26, § 979-C(1)(D)</i>	<i>Me. Rev. Stat. Ann. tit. 26, § 979-H</i>	Public employer, its representatives and agents	Employee (public)
Labor and Employment	Equal Pay	<i>Me. Rev. Stat. Ann. tit. 26, § 628</i>	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Military	Family and Medical Leave Requirements	Me. Rev. Stat. Ann. tit. 26, § 847(3)	Me. Rev. Stat. Ann. tit. 26, § 848	Employer	Employee
	Hours of Employment	Me. Rev. Stat. Ann. tit. 26, § 602(2)	No Statute Identified	Employer	Employee
	Human Rights Act	Me. Rev. Stat. Ann. tit. 5, § 4572(1)(E)	Me. Rev. Stat. Ann. tit. 5, §§ 4611 to 4614 & 4621 to 4623	Employer, employment agency or labor organization	Individual
	Maine Workers' Compensation Act	Me. Rev. Stat. Ann. tit. 39-A, § 353	Me. Rev. Stat. Ann. tit. 39-A, § 353	Employer	Employee
	Minimum Wages	Me. Rev. Stat. Ann. tit. 26, § 671	No Statute Identified	Employer	Employee
	Whistleblowers' Protection Act	Me. Rev. Stat. Ann. tit. 26, § 833(1)	Me. Rev. Stat. Ann. tit. 26, §§ 834-A & 840	Employer	Employee
	Leave Relating to Reserve Training or Military Service	Me. Rev. Stat. Ann. tit. 26, § 814(7)	Me. Rev. Stat. Ann. tit. 26, § 814(8)	Employer	Employee
	Occupational Health and Safety	Occupational Safety Rules and Regulations Board	Me. Rev. Stat. Ann. tit. 26, § 570	Person	Employee
	Smoking	Me. Rev. Stat. Ann. tit. 22, § 1544	No Statute Identified	Person	Person
	Workplace Smoking Act of 1985	Me. Rev. Stat. Ann. tit. 22, § 1580-A(6)	Me. Rev. Stat. Ann. tit. 22, § 1580-A(5)	Employer	Employee
Safety, Protection, and Care for Vulnerable Groups	Child and Family Services and Child Protection Act	Me. Rev. Stat. Ann. tit. 22, § 4017	No Statute Identified	Employer	Person

Source: Compiled by CRS using the *Maine Revised Statutes Annotated* and Maine session laws available on Westlaw. December 2023.

Notes:

- a. Maine's statutory provisions for Civil Liability for Making False Claims: Me. Rev. Stat. Ann. tit. 22, § 15.

Table 21. Maryland

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Crime and Law Enforcement	Maryland Police Accountability Act of 2021	<i>Md. Code Ann., Pub. Safety</i> § 3-110(a)	<i>Md. Code Ann., Pub. Safety</i> § 3-110(b)	Not Identified	Police officer
Education	Office of Integrity and Compliance	<i>Md. Code Ann., Educ.</i> § 4-404(h)(1)	No Statute Identified	Not Identified	Local school system employee, vendor, or employee of any vendor
	Public School Employee Whistleblower Protection Act	<i>Md. Code Ann., Educ.</i> § 6-902	<i>Md. Code Ann., Educ.</i> §§ 6-904 to 6-905	Public school employer	Public school employee
False Claims	False Claims Against State Health Plans and State Health Programs ^a	<i>Md. Code Ann., Health-Gen.</i> §§ 2-607(a)	<i>Md. Code Ann., Health-Gen.</i> § 2-604(b)	Person	Employee, contractor, or grantee
Government	Maryland False Claims Act ^b	<i>Md. Code Ann., Gen. Provis.</i> § 8-107(a)	<i>Md. Code Ann., Gen. Provis.</i> § 8-107(b)	Person	Employee, contractor, or grantee
	Executive Employees Whistleblower Protection Act	<i>Md. Code Ann., State Pers. & Pens.</i> § 5-305	<i>Md. Code Ann., State Pers. & Pens.</i> § 5-307	Supervisor, appointing authority, or the head of a principal unit (public)	Employee (public)
	Maryland Public Ethics Law	<i>Md. Code Ann., Gen. Provis.</i> § 5-509	No Statute Identified	Official or employee	Individual
	State Contractor Employees' Whistleblower Protection	<i>Md. Code Ann., State Fin. & Proc.</i> § 11-303	<i>Md. Code Ann., State Fin. & Proc.</i> § 11-304	Employer (state contractor)	Employee
Healthcare	Health Care Worker Whistleblower Protection Act	<i>Md. Code Ann., Health Occ.</i> § 1-502	<i>Md. Code Ann., Health Occ.</i> §§ 1-504 to 1-505	Employer	Employee
	Health Program Integrity and Recovery Activities	<i>Md. Code Ann., Health-Gen.</i> § 2-505(b)(2)	<i>Md. Code Ann., Health-Gen.</i> § 2-505(b)(3) to (b)(5)	Provider	Employee
Housing	Landlord and Tenant	<i>Md. Code Ann., Real Prop.</i> § 8-208.1(a)(2)	<i>Md. Code Ann., Real Prop.</i> § 8-208.1(b) & (c)	Landlord	Tenant
	Lead Poisoning Prevention Program	<i>Md. Code Ann., Real Prop.</i> § 8-208.2(a) & (b)	<i>Md. Code Ann., Real Prop.</i> § 8-208.2(c)	Landlord	Tenant

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Labor and Employment	Criminal History Screening	<i>Md. Code Ann., Lab. & Empl. § 3-1504</i>	No Statute Identified	Employer	Applicant or employee
	Equal Pay for Equal Work	<i>Md. Code Ann., Lab. & Empl. § 3-308(a)(4)</i>	No Statute Identified	Employer	Employee or applicant for employment
	Discrimination Against Employee	<i>Md. Code Ann., Lab. & Empl. § 5-604(b)</i>	<i>Md. Code Ann., Lab. & Empl. § 5-604(c) & (d)</i>	Employer or person	Employee
	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
	Maryland Fair Employment Practices Act	<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
Military	Maryland Code of Military Justice	<i>Md. Code Ann., Pub. Safety § 13A-1057(b)</i>	No Statute Identified	Person subject to the Maryland Code of Military Justice	Person
Occupational Health and Safety	Clean Indoor Air Act of 2007	<i>Md. Code Ann., Lab. & Empl. § 5-608(e)</i>	No Statute Identified	Employer	Employee
	Maryland Occupational Safety and Health Act	<i>Md. Code Ann., Lab. & Empl., § 5-604(b)</i>	<i>Md. Code Ann., Lab. & Empl., § 5-604(c), (d)</i>	Employer	Employee
Public Utilities	Washington Suburban Sanitary Commission	<i>Md. Code Ann., Pub. Util. § 17-608(c)</i>	No Statute Identified	Not Identified	Commission employee, vendor, or employee of any vendor
Safety, Protection, and Care for Vulnerable Groups	Long-Term Care Ombudsman Program	<i>Md. Code Ann., Hum. Servs. § 10-910(b)</i>	No Statute Identified	Person	Person
Taxation	Charitable Enforcement and Protection of Charitable Assets	<i>Md. Code Ann., Bus. Reg. § 6-622</i>	No Statute Identified	Person	Individual

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Whistleblower Reward Program	<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. December 2023.

Notes:

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

Table 22. Massachusetts

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Crime and Law Enforcement	Massachusetts Peace Officer Standards and Training Commission	<i>Mass. Gen. Laws Ann.</i> ch. 6E, § 12	No Statute Identified	Officer or employee of the commonwealth or of any county, city, town or district	Officer or employee
Education	Fair Educational Practices Act	<i>Mass. Gen. Laws Ann.</i> ch. 151C, § 2(b)	<i>Mass. Gen. Laws Ann.</i> ch. 151C, §§ 4 (West)	Educational institution	Employee, student, or applicant
Entertainment and Gaming	Massachusetts Sports Wagering Act	<i>Mass. Gen. Laws Ann.</i> ch. 23N, § 22	No Statute 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
Government	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)
	Office of the Inspector General	<i>Mass. Gen. Laws Ann.</i> ch. 12A, § 14(c)	No Statute Identified	Employee who has authority to take, direct others to take, recommend, or approve any personnel action	Employee
Healthcare	Massachusetts Healthcare Whistleblower Act	<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
	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
Housing	Estates for Years and at Will	<i>Mass. Gen. Laws Ann.</i> ch. 186, § 18 (para. 1)	<i>Mass. Gen. Laws Ann.</i> ch. 186, § 18 (para. 1)	Person or agent thereof	Tenant
	Licenses	<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 Employment	Disabled Persons Protection Commission Labor and Industries Laws	<i>Mass. Gen. Laws Ann.</i> ch. 19C, § 11	<i>Mass. Gen. Laws Ann.</i> ch. 19C, § 11	Person	Employee, client, or other person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Age discrimination	<i>Mass. Gen. Laws Ann. ch. 149, § 24F</i>	<i>Mass. Gen. Laws Ann. ch. 149, §§ 24C & 24H</i>	Whoever, personally or by his agent	Employee
	Discharge or discrimination because of complaint, proceedings or testimony	<i>Mass. Gen. Laws Ann. ch. 149, § 105B</i>	No Statute Identified	Employer	Employee
	Wage and hour provisions	<i>Mass. Gen. Laws Ann. ch. 149, § 148A</i>	No Statute Identified	Employer	Employee
	Massachusetts Earned Sick Time Law	<i>Mass. Gen. Laws Ann. ch. 149, § 148C(i)</i>	<i>Mass. Gen. Laws Ann. ch. 149, § 150</i>	Employer	Employee
	Massachusetts Paid Family and Medical Leave Act	<i>Mass. Gen. Laws Ann. ch. 175M, § 9(b)</i>	<i>Mass. Gen. Laws Ann. ch. 175M, § 9(d)</i>	Employer	Employee
	State Labor Relations Law				
	Domestic service employee	<i>Mass. Gen. Laws Ann. ch. 150A, § 3A</i>	<i>Mass. Gen. Laws Ann. ch. 150A, § 3A</i>	Employer	Individual employed in the domestic service of any family or person
	Unfair labor practices by employers	<i>Mass. Gen. Laws Ann. ch. 150A, § 4(4)</i>	<i>Mass. Gen. Laws Ann. ch. 150A, § 6</i>	Employer	Employee
	Massachusetts Equal Pay Act	<i>Mass. Gen. Laws Ann. ch. 149, § 105A(c)(3)</i>	<i>Mass. Gen. Laws Ann. ch. 149, § 105A(b)</i>	Employer	Employee
	Massachusetts Fair Employment Practices Act	<i>Mass. Gen. Laws Ann. ch. 151B, § 4(4)</i>	<i>Mass. Gen. Laws Ann. ch. 151B, §§ 5 & 9</i>	Person, employer, labor organization or employment agency	Person
	Minimum Fair Wage Law	<i>Mass. Gen. Laws Ann. ch. 151, § 19(1)</i>	<i>Mass. Gen. Laws Ann. ch. 149, § 150 (para. 2)</i>	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)
Military	Soldiers' Homes	<i>Mass. Gen. Laws Ann. ch. 115A, § 15(b)</i>	No Statute Identified	Person	Resident or staff of a state-operated veterans' home, individual acting on behalf of any resident or

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Complaints by Employees Relating to Asbestos	<i>Mass. Gen. Laws Ann. ch. 149, § 6D.</i>	No Statute Identified	Employer	staff of a state-operated veterans' home, or individual organization Employee
	Hazardous Substances Disclosure by Employers	<i>Mass. Gen. Laws Ann. ch. 111F, § 13. Para. 1</i>	<i>Mass. Gen. Laws Ann. ch. 111F, § 13 (para. 2)</i>	Employer	Employee
	Smoke-Free Workplace Law	<i>Mass. Gen. Laws Ann. ch. 270, § 22(k)</i>	No Statute Identified	An individual, person, entity or organization subject to the smoking prohibitions	Person
Public Utilities	Labor and Industries	<i>Mass. Gen. Laws Ann. ch. 149, § 185(b)</i>	<i>Mass. Gen. Laws Ann. ch. 149, § 185(d)</i>	Employer or public utility employee	Employee
Science, Technology, and Communications	Refusal to Conduct Embryonic Stem Cell Research by Employee	<i>Mass. Gen. Laws Ann. ch. 111L, § 7(b)(i)</i>	No Statute Identified	Institution conducting research, person with whom an institution conducting research pursuant to this chapter has a contractual relationship	Employee
Safety, Protection, and Care for Vulnerable Groups	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	<i>Mass. Gen. Laws Ann. ch. 119, §§ 51A(h) & 51B(o)</i>	<i>Mass. Gen. Laws Ann. ch. 119, §§ 51A(h) & 51B(o)</i>	Employer	Mandated reporter
	Reports of Abuse of Patients	<i>Mass. Gen. Laws Ann. ch. 111, § 72G para. 3</i>	<i>Mass. Gen. Laws Ann. ch. 111, § 72G (para. 3)</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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Transportation	Massachusetts Bay Transportation Authority	<i>Mass. Gen. Laws Ann. ch. 161A, § 25(ii)(a)</i>	No Statute Identified	Directors of the Massachusetts Bay Transportation Authority	Employee

Source: Compiled by CRS using the *Massachusetts General Laws Annotated* and Massachusetts session laws available on Westlaw. December 2023.

Notes:

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

Table 23. Michigan

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Michigan Liquor Control Code of 1998				
	Wine or mixed spirit drink	<i>Mich. Comp. Laws Ann.</i> § 436.1305(3)(k)	<i>Mich. Comp. Laws Ann.</i> § 436.1305(28) to (33)	Supplier	Wholesaler
	Beer wholesalers and suppliers	<i>Mich. Comp. Laws Ann.</i> § 436.1403(3)(k)	<i>Mich. Comp. Laws Ann.</i> § 436.1403(28) to (33)	Supplier	Wholesaler
Civil Rights, Human Rights	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
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
Government	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)
	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
Healthcare	Public Health Code				
	Employee discharge	<i>Mich. Comp. Laws Ann.</i> § 333.20176a(1)	No Statute Identified	Health facility or agency	Employee
	Report or complaint of violation	<i>Mich. Comp. Laws Ann.</i> § 333.20180(3)	No Statute Identified	Hospital	Person employed by or under contract to a hospital
Labor and Employment	Improved Workforce Opportunity Wage Act	<i>Mich. Comp. Laws Ann.</i> § 408.941	<i>Mich. Comp. Laws Ann.</i> § 408.939	Employer	Employee
	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
	Whistle-Blowers Protection Act	<i>Mich. Comp. Laws Ann.</i> § 15.362	<i>Mich. Comp. Laws Ann.</i> § 15.363	Employer	Employee
	Worker's Disability Compensation Act of 1969	<i>Mich. Comp. Laws Ann.</i> § 418.301(13)	No Statute Identified	Person	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Michigan Clean Indoor Air Act	<i>Mich. Comp. Laws Ann.</i> § 333.12606	<i>Mich. Comp. Laws Ann.</i> § 333.12613(3)	Employer or a food service establishment	Employee or applicant for employment
	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	No statute identified	Owner, administrator, employee, or representative of a nursing home	Person
	Older Michiganians Act	<i>Mich. Comp. Laws Ann.</i> § 400.586j(1)	No statute identified	Person	Officer, employee, resident, or visitor to a long-term care facility; family member or guardian of a resident in a long-term care facility; ombudsman described by this act; or volunteer at a long-term care facility
	Vulnerable Adults	<i>Mich. Comp. Laws Ann.</i> § 750.145p(3)	No statute identified	Caregiver, other person with authority over a vulnerable adult, or a licensee	Employee

Source: Compiled by CRS using the *Michigan Compiled Laws Annotated* and Michigan session laws available on Westlaw. January 2024.

Notes:

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

Table 24. Minnesota

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	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
Government	Grants Management Process	<i>Minn. Stat. Ann.</i> § 16B.98(4)	No Statute Identified	Employer (public)	State employee
Healthcare	Health Care Administrative Simplification Act	<i>Minn. Stat. Ann.</i> § 62J.536(g)	No Statute Identified	Health care provider, health care clearinghouse, or group purchaser	Individual or person
	Nurse and Patient Safety Act	<i>Minn. Stat. Ann.</i> § 144.566(16)	No Statute Identified	A hospital, including any individual, partner, association, or any person or group of persons acting directly or indirectly in the interest of the hospital	Health care worker
	Patient Protection Act	<i>Minn. Stat. Ann.</i> § 62J.80	No Statute Identified	Health plan company or health care provider	Enrollee or patient
Housing	Eviction Actions	<i>Minn. Stat. Ann.</i> § 504B.285(2)(2)	No Statute Identified	Landlord	Tenant
	Manufactured Home Park Lot Rentals	<i>Minn. Stat. Ann.</i> § 327C.12(1))	No Statute Identified	Park owner	Resident
Labor and Employment	Drug and Alcohol Testing in the Workplace	<i>Minn. Stat. Ann.</i> § 181.956(5)	<i>Minn. Stat. Ann.</i> § 181.956	Employer	Employee
	Equal Pay for Equal Work Law	<i>Minn. Stat. Ann.</i> § 181.67	<i>Minn. Stat. Ann.</i> § 181.68	Employer	Employee
	Minnesota Fair Labor Standards Act	<i>Minn. Stat. Ann.</i> § 177.32(2)	No Statute Identified	Employer	Employee
	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,	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
				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	
	Minnesota Fair Labor Standards Act	<i>Minn. Stat. Ann. § 177.32</i>	<i>Minn. Stat. Ann. § 177.27 (8) to (10)</i>	Employer	Employee
	Minnesota Labor Relations Act	<i>Minn. Stat. Ann. § 179.12(4)</i>	<i>Minn. Stat. Ann. § 179.14</i>	Employer	Employee
	Parenting Leave and Accommodations	<i>Minn. Stat. Ann. § 181.9447(6)</i>	<i>Minn. Stat. Ann. § 181.944</i>	Employer	Person
	Payment of Wages	<i>Minn. Stat. Ann. § 181.03(6)</i>	<i>Minn. Stat. Ann. § 181.171</i>	Employer	Employee
	Personnel Record Review and Access	<i>Minn. Stat. Ann. § 181.964</i>	<i>Minn. Stat. Ann. § 181.965</i>	Employer	Employee
	Safe Workplaces for Meat and Poultry Processing Workers Act	<i>Minn. Stat. Ann. § 179.875(a)</i>	<i>Minn. Stat. Ann. § 179.874</i>	Meat-processing employer or person	Worker
	Wage disclosure protection	<i>Minn. Stat. Ann. § 181.172(d)</i>	<i>Minn. Stat. Ann. § 181.172(e)</i>	Employer	Employee
	Whistleblower Law	<i>Minn. Stat. Ann. § 181.932(1)</i>	<i>Minn. Stat. Ann. § 181.935</i>	Employer	Employee
Military	Minnesota Code of Military Justice	<i>Minn. Stat. Ann. § 192A.6015 (2)</i>	No Statute Identified	Any person subject to the Minnesota Code of Military Justice	Person
Occupational Health and Safety	Asbestos Abatement Act	<i>Minn. Stat. Ann. § 326.81</i>	No Statute Identified	Person	Employee
	Minnesota Clean Indoor Air Act	<i>Minn. Stat. Ann. § 144.417(2)(d)</i>	<i>Minn. Stat. Ann. § 144.417(3)</i>	Employer	Employee, applicant for employment, or customer

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Occupational Safety and Health Act of 1973	<i>Minn. Stat. Ann.</i> § 182.654(9)	<i>Minn. Stat. Ann.</i> § 182.669	Not Identified	Employee
	Assisted Living Facilities	<i>Minn. Stat. Ann.</i> § 144G.92(1)	<i>Minn. Stat. Ann.</i> § 144G.92(4)	Facility or agent of a facility	Resident, employee, person acting on behalf of the resident
	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(6)	No Statute Identified	Entity	Ombudsman, representative of the office, or a client, or guardian or family member of a client
	Ombudsman for Mental Health and Developmental Disabilities	<i>Minn. Stat. Ann.</i> § 245.94(3)(a) & (b)	No Statute Identified	Agency, facility, or program, University of Minnesota	Client or 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(3)	<i>Minn. Stat. Ann.</i> § 260E.055(3)	Employer	Person
	Substance Use Disorder Treatment	<i>Minn. Stat. Ann.</i> § 254B.181(2)(9)	<i>Minn. Stat. Ann.</i> § 254B.181(4)	Not Identified	Individual living in a sober home

Source: Compiled by CRS using the *Minnesota Statutes Annotated* and Minnesota session laws available on Westlaw. January 2024.

Notes:

- a. Minnesota's False Claims Act qui tam provisions: *Minn. Stat. Ann.* § 15C.05 to 15C.13.

Table 25. Mississippi

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

Source: Compiled by CRS using *West's Annotated Mississippi Code* and Mississippi session laws available on Westlaw. January 2024.

Table 26. Missouri

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	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	<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)	No Statute Identified	Person who directs or exercises any authority in a correctional center operated or funded by the department	Offender or employee
Education	Confinement of a Student in Seclusion	<i>Mo. Ann. Stat.</i> § 160.263(5)	No Statute Identified	Officer, administrator, or employee of a public school district or charter school	Person
False Claims	Missouri Health Care Payment Fraud and Abuse	<i>Mo. Ann. Stat.</i> § 191.908	<i>Mo. Ann. Stat.</i> § 191.908(2)	Employer	Employee
Government	Public Officers and Employees	<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
Healthcare	Regulation of Abortion	<i>Mo. Ann. Stat.</i> § 188.105(1)(1)(c)	<i>Mo. Ann. Stat.</i> § 188.120	Employer	Person
	Patients Rights	<i>Mo. Ann. Stat.</i> § 630.167(7)	No Statute Identified	Person who directs or exercises any authority in a residential facility, day program or specialized service	Patient, resident or client or employee
	Standards for Hospitals, Ambulatory Surgical Centers, and Abortion Facilities	<i>Mo. Ann. Stat.</i> § 197.285(1)(2)	No Statute Identified	Supervisor or individual with authority to hire or fire in a hospital, ambulatory surgical center, or abortion	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Labor and Employment	Missouri Employment Security Law	<i>Mo. Ann. Stat. § 288.375</i>	<i>Mo. Ann. Stat. § 288.375(2)</i>	facility supervisor or individual Employer	Employee
	Whistleblower's Protection Act	<i>Mo. Ann. Stat. § 285.575</i>	<i>Mo. Ann. Stat. § 285.575(5)-(8)</i>	Employer	Protected person
Safety, Protection, and Care for Vulnerable Groups	The Nursing Home District Law	<i>Mo. Ann. Stat. § 198.301</i>	No Statute Identified	Employee of a nursing home district who directs or exercises any authority in a facility	Resident or employee
	Nursing Homes and Facilities				
	Abuse or neglect of residents	<i>Mo. Ann. Stat. § 198.070 (11)</i>	No Statute Identified	Person who directs or exercises any authority in a facility	Resident or employee
	Personal possessions of residents held in trust	<i>Mo. Ann. Stat. § 198.090(14)</i>	No Statute Identified	Person who directs or exercises any authority in a facility	Resident or employee
	Office of Child Advocate	<i>Mo. Ann. Stat. § 370(2)</i>	No Statute Identified	Not Identified	Recipient or employee the departments or courts
	Personal Care Assistance Services	<i>Mo. Ann. Stat. § 208.912 (11)</i>	No Statute Identified	Person who directs or exercises any authority as a vendor, personal care attendant	Consumer
	Protective Services for Adults	<i>Mo. Ann. Stat. § 192.2480(9)</i>	No Statute 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. § 192.2315 (2)</i>	No Statute Identified	Not Identified	Resident or employee of a long-term care facility

Source: Compiled by CRS using *Vernon's Annotated Missouri Statutes* and Missouri session laws available on Westlaw. January 2024.

Table 27. Montana

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	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
Finance, Banking, Securities, and Insurance	Whistleblower Award and Protection Act	<i>Mont. Code Ann.</i> § 30-10-1111(1)	<i>Mont. Code Ann.</i> § 30-10-1111(3)	Employer	Individual
Government	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
	Governmental Code of Fair Practices	<i>Mont. Code Ann.</i> § 49-3-209	<i>Mont. Code Ann.</i> §§ 49-3-315 & 49-2-501 to 49-2-512	State or local governmental agency	Individual
	Legislative Audit Act	<i>Mont. Code Ann.</i> § 5-13-314	No Statute Identified	Not Identified	Employee of the state of Montana or an authorized contractor
	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)
	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	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Labor and Employment	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
	Wrongful Discharge from Employment Act	<i>Mont. Code Ann.</i> § 39-2-904(1)(a)	<i>Mont. Code Ann.</i> § 39-2-905	Employer	Employee
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
Safety, Protection, and Care for Vulnerable Groups	Montana Occupational Safety and Health Act	<i>Mont. Code Ann.</i> § 50-71-123	No statute was identified.	Public sector employer	Public sector employee
	Montana Long-Term Care Residents' Bill of Rights	<i>Mont. Code Ann.</i> § 50-5-1104(e)	No Statute Identified	Not Identified	Resident

Source: Compiled by CRS using *West's Montana Code Annotated* and Montana session laws available on Westlaw. January 2024.

Notes:

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

Table 28. Nebraska

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Beer Distribution	<i>Neb. Rev. Stat. Ann.</i> § 53-216(15)	<i>Neb. Rev. Stat. Ann.</i> § 53-223	Supplier	Wholesaler
Civil Rights, Human Rights	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
Crime and Law Enforcement	Peace Officers	<i>Neb. Rev. Stat. Ann.</i> §§ 13-3004 & § 23-1734(2)	<i>Neb. Rev. Stat. Ann.</i> § 23-1734(2)	Not Identified	Peace officer of any municipality or county
False Claims	False Medicaid Claims Act	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Government	Industrial Relations Act	<i>Neb. Rev. Stat. Ann.</i> § 48-824 (2)(d)(2)	<i>Neb. Rev. Stat. Ann.</i> § 48-825	Public employer or the public employer's negotiator	Public employee
	State Administrative Departments	<i>Neb. Rev. Stat. Ann.</i> § 81-1395(3)	Statute Not Identified	Agency employing the reporting employee	Reporting employee or person
	State 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
	State Government Effectiveness Act	<i>Neb. Rev. Stat. Ann.</i> § 81-2705	<i>Neb. Rev. Stat. Ann.</i> § 81-2707.	Person who has authority to recommend, approve, direct, or otherwise take or affect personnel action	Employee (public)
Healthcare	Health Care Facility Licensure Act	<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
Housing	Mobile Home Landlord and Tenant Act	<i>Neb. Rev. Stat. Ann.</i> § 76-14,106(1)		Landlord	Tenant
	Uniform Residential Landlord and Tenant Act	<i>Neb. Rev. Stat. Ann.</i> § 76-1439 (1)	<i>Neb. Rev. Stat. Ann.</i> § 76-1439 (2) & 76-1430.	Landlord	Tenant
Labor and Employment	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	<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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
					organizations, and employment agency discrimination against any individual
	Nebraska Wage Payment and Collection Act	<i>Neb. Rev. Stat. Ann. § 48-1235</i>	<i>Neb. Rev. Stat. Ann. § 48-1231</i>	Employer	Employee
	Uniform Credentialing Act	<i>Neb. Rev. Stat. Ann. § 38-1,142</i>	<i>Neb. Rev. Stat. Ann. § 38-1,142</i>	Individual or a business credentialed pursuant to the Uniform Credentialing Act	Person
	Wages	<i>Neb. Rev. Stat. Ann. § 48-1221(4)</i>	<i>Neb. Rev. Stat. Ann. § 48-1223</i>	Employer	Employee
	Workplace Privacy Act	<i>Neb. Rev. Stat. Ann. § 48-3505</i>	<i>Neb. Rev. Stat. Ann. § 48-3511</i>	Employer	Employee
	Office of Inspector General of the Nebraska Correctional System Act	<i>Neb. Rev. Stat. Ann. § 47-920</i>	No Statute Identified	Person who has authority to recommend, approve, direct, or otherwise take or affect personnel action	Employee
Military	Family Military Leave Act	<i>Neb. Rev. Stat. Ann. § 55-506</i>	<i>Neb. Rev. Stat. Ann. § 55-507</i>	Employer	Employee
Occupational Health and Safety	Health and Safety Regulations	<i>Neb. Rev. Stat. Ann. § 48-443(4)</i>	<i>Neb. Rev. Stat. Ann. § 48-443(4)</i>	Employer	Employee
	Nebraska Clean Indoor Air	<i>Neb. Rev. Stat. Ann. § 71-5732</i>	No Statute Identified	Person or employer	Employee, applicant for employment, or customer
Safety, Protection, and Care for Vulnerable Groups	Children's Residential Facilities and Placing Licensure Act	<i>Neb. Rev. Stat. Ann. § 71-1937</i>	<i>Neb. Rev. Stat. Ann. § 71-1937</i>	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. § 81-2264(2)</i>	No Statute Identified	Person	Officer or employee of a long-term care facility or governmental agency or against any resident, resident representative,

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Office of Inspector General of Nebraska Child Welfare Act	Neb. Rev. Stat. Ann. § 43-4332	No Statute Identified	Person who has authority to recommend, approve, direct, or otherwise take or affect personnel action	Employee or family member of a resident

Source: Compiled by CRS using *West's Revised Statutes of Nebraska Annotated* and Nebraska session laws available on Westlaw. January 2024.

Table 29. Nevada

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Franchises Between Liquor Suppliers and Wholesalers	<i>Nev. Rev. Stat. Ann.</i> § 597.162(10)	<i>Nev. Rev. Stat. Ann.</i> § 597.17	Supplier	Wholesaler
Crime and Law Enforcement	Patterns or Practices of Conduct by State Law Enforcement Agency or Governmental Authority Responsible for 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				
	Report concerning 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
	Peace officer prohibited from engaging in racial profiling	<i>Nev. Rev. Stat. Ann.</i> § 289.820(2)	<i>Nev. Rev. Stat. Ann.</i> § 289.120	Not Identified	Peace officer
	Public Officers and Employees	2023 Nev. Stat. ch. 435 (SB 362 § 2 (2023))	No Statute Identified	Not Identified	Peace officer
Education	Use of Force by Police Officers	<i>Nev. Rev. Stat. Ann.</i> § 193.308(4)(b)	No Statute Identified	Member of a law enforcement agency	Peace officer
	Protection for Disclosure of Irregularities in Testing Administration and Security	<i>Nev. Rev. Stat. Ann.</i> § 390.375	<i>Nev. Rev. Stat. Ann.</i> § 390.410	Not Identified	School official
	Use of Aversive Intervention, Physical Restraint and Mechanical Restraint on Pupils with Disabilities				

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Retaliation	<i>Nev. Rev. Stat. Ann. § 394.377</i>	No Statute Identified	Officer, administrator or employee of a private school	Person
	Retaliation	<i>Nev. Rev. Stat. Ann. § 388.511</i>	No Statute Identified	Officer, administrator or employee of a private school	Person
False Claims	Nevada False Claims Act ^a	<i>Nev. Rev. Stat. Ann. § 357.250(1)</i>	<i>Nev. Rev. Stat. Ann. § 357.250</i>	Not Identified	Employee, contractor or agent
Finance, Banking, Securities, and Insurance	Network Plans	<i>Nev. Rev. Stat. Ann. § 687B.800</i>	No Statute Identified	Health carrier which offers or issues a network plan	Participating provider of health care in the network
Government	Legislative Investigations and Hearings	<i>Nev. Rev. Stat. Ann. § 218E.090</i>	No Statute Identified	State agency (public)	Employee (public)
	Local Government Employers	<i>Nev. Rev. Stat. Ann. § 288.270(1)(d)</i>	<i>Nev. Rev. Stat. Ann. §§ 288.110 & 288.280</i>	Local government employer or its designated representative	Employee (public)
	Nevada Whistleblower Act	<i>Nev. Rev. Stat. Ann. § 281.631(1)</i>	<i>Nev. Rev. Stat. Ann. §§ 281.641 & 281.645</i>	State officer or employee, local governmental officer or employee (public)	Employee (public)
	Nursing Mothers	<i>Nev. Rev. Stat. Ann. § 281.755(3)(b)</i>	<i>Nev. Rev. Stat. Ann. § 281.755(4)</i>	Officer or agent of a public body	Employee (public)
Healthcare	Medical Facilities and Other Related Entities	<i>Nev. Rev. Stat. Ann. § 449.205</i>	<i>Nev. Rev. Stat. Ann. § 449.207</i>	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
	Mental Health	<i>Nev. Rev. Stat. Ann. § 433.536</i>	No Statute Identified	Officer, director or employee of a facility	Person
	Osteopathic Medicine	<i>Nev. Rev. Stat. Ann. § 633.750</i>	<i>Nev. Rev. Stat. Ann. § 633.755</i>	Osteopathic physician or any agent or employee thereof	Employee of the osteopathic physician or a person acting on behalf

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
					of the employee; registered nurse, licensed practical nurse, nursing assistant or medication aide – certified
	Physicians, Physician Assistants, Medical Assistants, Perfusionists and Practitioners of Respiratory Care	Nev. Rev. Stat. Ann. § 630.415	Nev. Rev. Stat. Ann. § 630.417	Physician or any agent or employee thereof	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	Condominium Hotel Act	Nev. Rev. Stat. Ann. § 116B.690(1)	No Statute Identified	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	Nev. Rev. Stat. Ann. § 118A.510(1)(b)	Nev. Rev. Stat. Ann. §§ 118A.390 & 118A.510(2)	Landlord	Tenant
	Landlord and Tenant: Manufactured Home Parks	Nev. Rev. Stat. Ann. § 118B.2101(a)	No Statute Identified	Landlord	Tenant
	Uniform Common-Interest Ownership Act	Nev. Rev. Stat. Ann. § 116.31183(1)	Nev. Rev. Stat. Ann. § 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
Labor and Employment	Compensation, Wages and Hours	Nev. Rev. Stat. Ann. § 608.0193(b)	No Statute Identified	Employer	Employee
	Compensation, Wages and Hours	Nev. Rev. Stat. Ann. § 608.015	No Statute Identified	Person	Employee
	Consumer Credit Report or Other Credit Information	Nev. Rev. Stat. Ann. § 613.570(4)	Nev. Rev. Stat. Ann. § 613.590	Employer	Employee or prospective employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Crime and Law Enforcement	Lie Detectors	Nev. Rev. Stat. Ann. § 613.480(4)	Nev. Rev. Stat. Ann. § 613.490	Employer	Employee or prospective employee
	Nevada Fair Employment Practices Act	Nev. Rev. Stat. Ann. § 613.340	Nev. Rev. Stat. Ann. §§ 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
	Patterns or Practices of Conduct by State Law Enforcement Agency or Governmental Authority Responsible for Administration of Juvenile Justice or Detention of Juveniles	Nev. Rev. Stat. Ann. § 41.0397(8)	Nev. Rev. Stat. Ann. §§ 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	Nev. Rev. Stat. Ann. § 289.110(3)	Nev. Rev. Stat. Ann. § 289.120	Employer of a peace officer	Peace officer does not apply to a peace officer who is employed by the State)
	Peace Officers and Other Law Enforcement Personnel	Nev. Rev. Stat. Ann. § 289.820(2)	Nev. Rev. Stat. Ann. § 289.120	Not Identified	Peace officer
Occupational Health and Safety	Public Officers and Employees	2023 Nev. Stat. ch. 435 (SB 362 § 2 (2023))	No Statute Identified	Not Identified	Peace officer
	Use of Force by Police Officers	Nev. Rev. Stat. Ann. § 193.308(4)(b)	No Statute Identified	Member of a law enforcement agency	Peace officer
	Nevada Clean Indoor Air Act	Nev. Rev. Stat. Ann. § 202.2483(11)	No Statute Identified	Person or employer	Employee, applicant or customer
Safety, Protection, and Care for Vulnerable Groups	Nevada Occupational Safety and Health Act	Nev. Rev. Stat. Ann. § 618.445(1)	Nev. Rev. Stat. Ann. § 618.445(2) to (5)	Person	Employee
	Home Care Programs	Nev. Rev. Stat. Ann. § 608.690(1)(c)	No Statute Identified	Home care employer	Home care employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Persons with Intellectual Disabilities and Developmental Disabilities	Nev. Rev. Stat. Ann. § 435.615	No Statute Identified	Officer, director or employee of a facility	Person
	State Long-Term Care Ombudsman	Nev. Rev. Stat. Ann. § 427A.138(1)	No Statute 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
Taxation	Tax Abatement	Nev. Rev. Stat. Ann. § 360.750(3)	No Statute Identified	Business	Employee or person

Source: Compiled by CRS using West's *Nevada Revised Statutes Annotated* and Nevada session laws available on Westlaw. January 2024.

Notes:

- a. Qui tam provisions in Nevada statutes concerning Submission of False Claims to State or Local Government: Nev. Rev. Stat. Ann. §§ 357.080 to 357.180.

Table 30. New Hampshire

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	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
Civil Rights, Human Rights	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
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 and Gaming	Dog and Horse Racing Facility Employees	<i>N.H. Rev. Stat. Ann.</i> § 273-C:6	<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
Government	Public Employee Labor Relations Act	<i>N.H. Rev. Stat.</i> § 273-A:5 273-A:5(d)	<i>N.H. Rev. Stat. Ann.</i> § 273-A:6	Public employer	Employee (public)
	Whistleblowers Protection Act	<i>N.H. Rev. Stat. Ann.</i> § 275-E:9	<i>N.H. Rev. Stat. Ann.</i> § 275-E:4	Governmental entity	Public employee
Housing	Actions Against Tenants	<i>N.H. Rev. Stat. Ann.</i> § 540:13-a(I)	No Statute Identified	Landlord	Tenant
Labor and Employment	Equal Pay	<i>N.H. Rev. Stat. Ann.</i> § 275:38-a	No Statute Identified	Employer	Employee
	Whistleblowers Protection Act	<i>N.H. Rev. Stat. Ann.</i> § 275-E:2(I)	<i>N.H. Rev. Stat. Ann.</i> §§ 275-E:2(II) & 275-E:4	Employer	Employee
Occupational Health and Safety	Asbestos Management and Control	<i>N.H. Rev. Stat. Ann.</i> § 141-E:19	No Statute Identified	Employer	Employee, prospective employee, or employee representative
	Worker's Right to Know Act	<i>N.H. Rev. Stat. Ann.</i> § 277-A:7	<i>N.H. Rev. Stat. Ann.</i> § 277-A:7(II)	Employer	Employee, prospective employee or employee representative
Safety, Protection, and Care for Vulnerable Groups	Office of the Long-Term Care Ombudsman	<i>N.H. Rev. Stat. Ann.</i> § 161-F:15(I)	No Statute Identified	Facility or government agency	Officer or employee of a facility or government agency; resident of a facility; volunteer, legal

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Recreation Camp Licensing	<i>N.H. Rev. Stat. Ann.</i> § 170-E:68(X)	No Statute Identified	License holder	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

Source: Compiled by CRS using *New Hampshire Revised Statutes Annotated* and New Hampshire session laws available on Westlaw. January 2024.

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.

Table 31. New Jersey

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Suppliers of Labor	<i>N.J. Stat. Ann.</i> § 34:8A-10.1	<i>N.J. Stat. Ann.</i> § 34:8A-10.1. Para. 3	Crew leader	Past, present or prospective seasonal farm workers
Crime and Law Enforcement	Dignity for Incarcerated Primary Caretaker Parents Act	<i>N.J. Stat. Ann.</i> § 52:27EE-28.5(a)	No Statute Identified	Not Identified	Department employee, subcontractor, or volunteer, an inmate, or a family member or representative of an inmate
	Inmate Abuse Reports	<i>N.J. Stat. Ann.</i> § 30:1B-42(b)	No Statute Identified	Not Identified	Person
Environment and Natural Resources	Site Remediation Reform Act	<i>N.J. Stat. Ann.</i> § 58:10C-26(a) & (b)	No Statute Identified	Person	Licensed site remediation professional
False Claims	New Jersey False Claims Act ^a	<i>N.J. Stat. Ann.</i> § 2A:32C-10(b)	<i>N.J. Stat. Ann.</i> § 2A:32C-10(c)	Not identified	Employee, contractor, or agent
Finance, Banking, Securities, and Insurance	Life and Health Insurance Code	<i>N.J. Stat. Ann.</i> § 17B:25-18.5(a)	No Statute Identified	Officer or employee of the Department of Banking and Insurance (public)	Person
Government	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)
	New Jersey Employer-Employee Relations Act	<i>N.J. Stat. Ann.</i> § 34:13A-5.4(a)(4)	No Statute Identified	Public employers their representatives or agents	Employee (public)
	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)
Healthcare	Health Care Facilities Planning Act	<i>N.J. Stat. Ann.</i> § 26:2H-5.21	No Statute Identified	Covered health care facility	Health care worker
	Residential Health Care Facilities	<i>N.J. Stat. Ann.</i> § 30:11A-10(d)	No Statute Identified	Owner, operator, or employee of a residential health care facility	Resident

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Fair Chance in Housing Act	<i>N.J. Stat. Ann.</i> § 46:8-61	<i>N.J. Stat. Ann.</i> §§ 46:8-63 & 46:8-61	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 Employment	Conscientious Employee Protection Act	<i>N.J. Stat. Ann.</i> §§ 34:19-3 & 34:19-12	<i>N.J. Stat. Ann.</i> § 34:19-5	Employer	Employee
	Construction Industry Independent Contractor Act	<i>N.J. Stat. Ann.</i> § 34:20-9	No Statute Identified	Employer or other party	Person
	Department of Labor and Industry Act of 1948				
	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(d)	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
	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	Employer	Employee
	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
	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 & 10:5-12.11	Person	Person
	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	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)	Employer	Employee
	Personal Social Media Accounts	<i>N.J. Stat. Ann.</i> § 34:6B-8(b) to (d)	No Statute Identified	Employer	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety Safety, Protection, and Care for Vulnerable Groups	Ski Lift Safety Act	<i>N.J. Stat. Ann.</i> § 34:4A-13	<i>N.J. Stat. Ann.</i> § 34:4A-13	Operator	Employee
	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	Temporary laborer
	Wages for Workers at Covered Airports or Related Locations	<i>N.J. Stat. Ann.</i> § 34:11-56.66	No Statute Identified	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	Waterfront employer	Longshoreman
	Workmen's Compensation	<i>N.J. Stat. Ann.</i> § 34:15-39	<i>N.J. Stat. Ann.</i> § 34:15-39	Employer	Employee
	Worker and Community Right to Know Act	<i>N.J. Stat. Ann.</i> § 34:5a-17(a)	<i>N.J. Stat. Ann.</i> § 34:5a-17(b)	Employer	Employee or employee representative
	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
	Bill of Rights for Continuing Care Retirement Community Residents in Independent Living	<i>N.J. Stat. Ann.</i> § 52:27D-360.3(g)	No Statute Identified	Not Identified	Residents
	Adult Protective Services Act	<i>N.J. Stat. Ann.</i> § 52:27D-409(d)	No Statute Identified	Employer or person	Individual
	Continuing Care Retirement Community Regulation and Financial Disclosure Act	<i>N.J. Stat. Ann.</i> § 52:27D-345(a)	No Statute Identified	Not Identified	Residents living in a facility which holds a certificate of authority issued pursuant to the Continuing Care Retirement Community Regulation and Financial Disclosure Act
	State Long-Term Care Ombudsman	<i>N.J. Stat. Ann.</i> § 52:27G-14(a)	No Statute Identified	Facility or government agency	Officer or employee of a facility or government agency, or patient, resident, or client of a

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
					facility or guardian or family member thereof

Source: Compiled by CRS using *New Jersey Statutes Annotated* and New Jersey session laws available on Westlaw. January 2024.

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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Healthy Workplaces Act	<i>N.M. Stat. Ann.</i> § 50-17-8(A)(2)	<i>N.M. Stat. Ann.</i> § 50-17-10	Employer	Employee
	Minimum Wage Act	<i>N.M. Stat. Ann.</i> § 50-4-26.1	<i>N.M. Stat. Ann.</i> § 50-4-26(C) to (G)	Employer or person	Person
	Uniform Licensing Act	<i>N.M. Stat. Ann.</i> § 61-1-7(G)	No Statute Identified	Party	Person
	Dee Johnson Clean Indoor Air Act	<i>N.M. Stat. Ann.</i> § 24-16-19(A)	No Statute Identified	Person or employer	Employee, applicant for employment or patron
	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)	No Statute Identified	Facility, provider or individual	Person
	Continuing Care Act	<i>N.M. Stat. Ann.</i> § 24-17-14	<i>N.M. Stat. Ann.</i> § 24-17-15	Provider or person acting on the provider's behalf against a resident	Resident
	Long-Term Care Ombudsman Act	<i>N.M. Stat. Ann.</i> § 28-17-19(B)	No Statute Identified	Person	Resident, employee, or person
	Resident Abuse and Neglect Act	<i>N.M. Stat. Ann.</i> § 30-47-9(E)	No Statute Identified	Facility	Person

Source: Compiled by CRS using West's *New Mexico Statutes Annotated* and New Mexico session laws available on Westlaw. January 2024.

Notes:

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

Table 33. New York

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Minimum Wage Standards and Protective Labor Practices for Farm Workers	<i>N.Y. Lab. Law</i> § 680(1)	No Statute Identified	Employer or his agent, or the officer or agent of any corporation	Employee
Civil Rights, Human Rights	Human Rights Law	<i>N.Y. Exec. Law</i> § 296(7)	<i>N.Y. Exec. Law</i> §§ 297 & 298	Person	Person
Crime and Law Enforcement	Correction Law	<i>N.Y. Correct. Law</i> § 146(3)(c)	No Statute Identified	State Department of Corrections and Community Supervision or state agency	Incarcerated individual
Education	Education Law				
	Licensed private career schools and certified English as a second language schools	<i>N.Y. Educ. Law</i> § 5003(1)(c)(5)	<i>N.Y. Educ. Law</i> § 5003(1)(c)	Owner, operator, licensed personnel, or agent thereof of a licensed private career school	Person
	Licensed private career schools and certified English as a second language schools	<i>N.Y. Educ. Law</i> § 5003(8)	<i>N.Y. Educ. Law</i> § 5003(8)	Owner, operator, licensed personnel, or agent thereof of a licensed private career school	Student
	Reporting acts of violence or weapons possession	<i>N.Y. Educ. Law</i> § 3028-c	No Statute Identified	School district or school district employee	School employee
	Reporting illegal or inappropriate financial practices	<i>N.Y. Educ. Law</i> § 3028-d	No Statute Identified	School district, or employee or officer thereof; charter school, or employee or officer thereof; or board of cooperative educational services, or employee or officer thereof	Employee
False Claims	New York False Claims Act ^a	<i>N.Y. State Fin. Law</i> § 191	<i>N.Y. State Fin. Law</i> § 191	Private or public employer	Current or former employee, contractor, or agent

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Government	Civil Service Law	<i>N.Y. Civ. Serv. § 75-b(2)</i>	<i>N.Y. Civ. Serv. §§ 75-b(3), (4) & 76</i>	Public employer	Public employee
	Public Authorities	<i>N.Y. Pub. Auth. Law § 2857</i>	No Statute Identified	State or local authority (public)	Employee (public)
	Public Employee Safety and Health Act	<i>N.Y. Lab. Law § 27-a(10)(a)</i>	<i>N.Y. Lab. Law § 27-a(10)</i>	Person	Employee (public)
	Workplace Violence Protection Act	<i>N.Y. Lab. Law § 27-b(6)(a) & (6)(e)</i>	No Statute Identified	Employer (public)	Employee (public)
Healthcare	Health Care Employers	<i>N.Y. Lab. Law § 741(2)</i>	<i>N.Y. Lab. Law §§ 741(4) & 740(4) to (5)</i>	Employer	Employee
	Health Maintenance Organizations				
	Prohibited conduct	<i>N.Y. Pub. Health Law § 4406-c(3)</i>	No Statute Identified	Health care plan	Health care provider
	Grievance procedures	<i>N.Y. Pub. Health Law § 4408-a(13)</i>	No Statute Identified	Organization	Enrollee
	Insurance Law				
	Insurance contracts	<i>N.Y. Ins. Law § 3217-b(b)</i>	No Statute Identified	Insurer	Health care provider
	Managed care health insurance contracts	<i>N.Y. Ins. Law § 4802(m)</i>	No Statute Identified	Insurer	Insured
	Non-profit medical and dental indemnity, or health and hospital service corporations	<i>N.Y. Ins. Law § 4325(b)</i>	No Statute Identified	Corporation	Health care provider
	Residential Care Facilities				
	Private Action	<i>N.Y. Pub. Health Law § 2801-d(10)</i>	<i>N.Y. Pub. Health Law § 2801-d(10)</i>	Person	Patient of a residential health care facility
	Reporting abuses of persons receiving care or services	<i>N.Y. Pub. Health Law § 2803-d(8)</i>	<i>N.Y. Pub. Health Law § 2803-d(8)</i>	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,

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Rights of patients in certain medical facilities	<i>N.Y. Pub. Health Law</i> § 2803-c(3)(n)	No Statute Identified	Facility or individual	or against any other person Resident, employee, or person
	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
Labor and Employment	Manufactured home parks	<i>N.Y. Real Prop. Law</i> § 233(n)(1) & (n)(2)	<i>N.Y. Real Prop. Law</i> §§ 233(n)(3) & 223-b(3) to (5)	Manufactured home park owner	Manufactured home tenant
	Disability Benefits Law and the Paid Family Leave Benefits Law	<i>N.Y. Workers' Comp. Law</i> § 203-a(1)	<i>N.Y. Workers' comp. Law</i> §§ 120 & 241	Employer or duly authorized agent	Employee
	Freelance Isn't Free Act	<i>N.Y. Lab. Law</i> § 191-d(4) & (5) ^b	<i>N.Y. Lab. Law</i> § 191-d(5) to (7) ^c	Hiring party	Freelance worker
	Human Rights Law				
	Age discrimination	<i>N.Y. Exec. Law</i> § 296(3-a)(c)	<i>N.Y. Exec. Law</i> §§ 297 & 298	Employer, licensing agency, or employment agency	Person
	Anti-retaliation	<i>N.Y. Exec. Law</i> § 296(3-a)(c)	<i>N.Y. Exec. Law</i> §§ 297 & 298	Person	Person
	Employment discrimination	<i>N.Y. Exec. Law</i> § 296(1)(e)	<i>N.Y. Exec. Law</i> §§ 297 & 298	Employer, labor organization, or employment agency	Person
	Harassment of protected classes	<i>N.Y. Exec. Law</i> § 296(1)(h)	<i>N.Y. Exec. Law</i> §§ 297 & 298	Employer, licensing agency, employment agency or labor organization	Individual
	Interns	<i>N.Y. Exec. Law</i> § 296-c(2)(d)	<i>N.Y. Exec. Law</i> §§ 297 & 298	Employer	Intern
	Prohibited Retaliation	<i>N.Y. Lab. Law</i> § 215(a)	<i>N.Y. Lab. Law</i> § 215	No employer or his or her agent, or officer or agent of any corporation, partnership, or limited	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	New York Pay Transparency Law			liability company, or person	
	Disclosure of compensation or range of compensation	<i>N.Y. Lab. Law</i> § 194-b(2) & (5)	<i>N.Y. Lab. Law</i> § 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> § 196-a	Employer	Applicant or current or former employee
	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
	New York State Labor Relations Act	<i>N.Y. Lab. Law</i> § 704(8)	<i>N.Y. Lab. Law</i> §§ 706 & 707	Employer	Employee
	New York Whistleblower Law	<i>N.Y. Lab. Law</i> § 740(2)	<i>N.Y. Lab. Law</i> § 740(4) to (5)	Employer	Employee
	Psychological Stress Evaluators and Employment	<i>N.Y. Lab. Law</i> § 736	<i>N.Y. Lab. Law</i> § 738	Not Identified	Employee
	Reproductive Health Decision Making	<i>N.Y. Lab. Law</i> § 203-e(5)	<i>N.Y. Lab. Law</i> § 203-e(3)	Employer	Employee
	Sick Leave	<i>N.Y. Lab. Law</i> §§ 196-b & 215	<i>N.Y. Lab. Law</i> § 198	Employer or agent, or the officer or agent of any corporation, partnership, or limited liability company, or person	Employee
	Warehouse Worker Protection Act	<i>N.Y. Lab. Law</i> § 786(2)	No Statute Identified	Employer	Employee
	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
	Right to Know Law	<i>N.Y. Lab. Law</i> § 880(3)	<i>N.Y. Lab. Law</i> § 880(4)	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Public Utilities	Public Service Law	<i>N.Y. Pub. Serv. Law</i> § 25-a(11)	<i>N.Y. Pub. Serv. Law</i> § 25-a(11)	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	No Statute Identified	Medical or other public or private institution, school, facility or agency	Employee
	Office for People with Developmental Disabilities	<i>N.Y. Mental Hyg. Law</i> § 13.41	<i>N.Y. Mental Hyg. Law</i> § 13.41 and <i>N.Y. Lab. Law</i> §§ 740 & 741	Employers	Employees of facilities, programs and providers operated, licensed, certified, authorized or funded by the Office for People with Developmental Disabilities
	Office of Alcoholism and Substance Abuse	<i>N.Y. Mental Hyg. Law</i> § 19.43	<i>N.Y. Mental Hyg. Law</i> § 19.43 and <i>N.Y. Lab. Law</i> §§ 740 & 74	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 and <i>N.Y. Lab. Law</i> §§ 740 & 741	Employers	Employees of facilities, programs and providers operated, licensed, certified, authorized or funded by the Office of Mental Health
	Protection of People with Special Needs	<i>N.Y. Soc. Serv. Law</i> § 491(4)	<i>N.Y. Soc. Serv. Law</i> §§ 491(4) & <i>N.Y. Lab. Law</i> § 740	Medical or other public or private institution, state agency, school, facility or provider agency or its vendors or contractors	Employee or agent or vendor or contractor

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Residential Programs for Adults	<i>N.Y. Soc. Serv. Law</i> § 461-a(3)(a)	No Statute Identified	Facility or individual	Resident, employee, or person
	State Office for Aging	<i>N.Y. Elder Law</i> § 218(8)(d)	<i>N.Y. Elder Law</i> §§ 218(8)(d) & <i>N.Y. Pub. Health Law</i> § 2801-d	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)	No Statute Identified	Port Authority	Employee

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

Notes:

- a. New York's False Claims Act qui tam provisions: *N.Y. State Fin. Law* § 190.
- b. Effective May 19, 2024.
- c. *Id.*

Table 34. North Carolina

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	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	No Statute 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)	No Statute Identified ^a	Governing body of a public school unit or employee of a governing body	Employee
	Oversight of Interscholastic Athletic Activities	<i>N.C. Gen. Stat. 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(c)	No Statute Identified	School personnel	Person
	Reporting Sexual Harassment	<i>N.C. Gen. Stat. Ann.</i> § 115C-335.5(b)	No Statute Identified	Local board of education or employee of a local board	Employee
False Claims	North Carolina False Claims Act ^b	<i>N.C. Gen. Stat. 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
Government	Discrimination Based on Refusal of COVID-19 Vaccination	<i>N.C. Gen. Stat. Ann.</i> § 143-162.10	No Statute Identified	State agency, city, county, or political subdivision of the state	Employee (public)
	North Carolina Human Resources Act	<i>N.C. Gen. Stat. Ann.</i> § 126-17	No Statute Identified	State department, agency, or local political subdivision	Employee (public)

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	North Carolina Whistleblower Act	<i>N.C. Gen. Stat. Ann.</i> § 126-85(a) & (a1)	<i>N.C. Gen. Stat. Ann.</i> § 126-86 to 126-87	State department, agency or institution, state employee exercising supervisory authority, state employee	State employee or a person acting on behalf of the employee
	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 Retaliatory Eviction	<i>N.C. Gen. Stat. Ann.</i> § 42-37.1(a)(2)	No Statute Identified ^c	Landlord	Tenant
Labor and Employment	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
Occupational Health and Safety Safety, Protection, and Care for Vulnerable Groups	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
	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
	Adult Home Care	<i>N.C. Gen. Stat. Ann.</i> § 131D-21(11)	No Statute Identified	Not Identified	Resident
	Long-Term Care Ombudsman Program	<i>N.C. Gen. Stat. Ann.</i> § 143B-181.23	No Statute Identified	Person	Resident or relative or guardian of a resident, employee of a long-term care facility, or person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Mental Health, Developmental Disabilities, and Substance Abuse (MH/DD/SA) Consumer Advocacy Program	<i>N.C. Gen. Stat. Ann.</i> § 122C-18	No Statute Identified	Anyone	Person, provider, facility

Source: Compiled by CRS using *West's North Carolina General Statutes Annotated* and North Carolina session laws available on Westlaw. January 2024.

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 ejectment. *N.C. Gen. Stat. Ann.* § 42-37.1(b).

Table 35. North Dakota

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Beer Wholesaler and Brewer Relationships	<i>N.D. Cent. Code Ann. § 5-04-10</i>	<i>N.D. Cent. Code Ann. § 5-04-08</i>	Brewer	Wholesaler
Civil Rights, Human Rights	Human Rights	<i>N.D. Cent. Code Ann. § 14-02.4-18</i>	<i>N.D. Cent. Code Ann. §§ 14-02.4-19 to 14-02.4-20</i>	Person	Person
Education	Athletic Team Participant Designation				
	Elementary and secondary education	<i>N.D. Cent. Code Ann. § 15.1-41-04(2)</i>	<i>N.D. Cent. Code Ann. § 15.1-41-04(2)</i>	School or athletic association or organization	Student
	Institution of higher education	<i>N.D. Cent. Code Ann. § 15-10.6-04(2)</i>	<i>N.D. Cent. Code Ann. § 15-10.6-04(2)</i>	Institution or athletic association or organization	Student
False Claims	Medicaid Fraud Control Unit	<i>N.D. Cent. Code Ann. § 50-24.8-08(1)</i>	<i>N.D. Cent. Code Ann. § 50-24.8-08(2)</i>	Not Identified	Employee, contractor, or agent
Finance, Banking, Securities, and Insurance	Prohibited Practices in Insurance Business	<i>N.D. Cent. Code Ann. § 26.1-04-03(18)</i>	No Statute Identified	Entity	Health care provider
Government	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) - (5)</i>	Not Identified	Employee (public)
Labor and Employment	Employer Retaliation	<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
	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>	No Statute Identified	Employer	Employee
	North Dakota Labor-Management Relations Act	<i>N.D. Cent. Code Ann. § 34-12-03(1)(d)</i>	<i>N.D. Cent. Code Ann. §§ 34-12-10 & 28-32-01 to 28-32-55</i>	Employer	Employee
Occupational Health and Safety	Smoking Restrictions	<i>N.D. Cent. Code Ann. § 23-12-10(5)</i>	No Statute Identified	Person or employer	Employee, applicant for employment, or person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Child Abuse and Neglect	<i>N.D. Cent. Code Ann. § 50-25.1-09.1(1)</i>	<i>N.D. Cent. Code Ann. § 50-25.1-09.1(2)</i>	Employer	Employee
	Long-Term Care Ombudsmen	<i>N.D. Cent. Code Ann. § 50-10.1-05</i>	No Statute Identified	long-term care facility, and its agents	Resident, employee, or any other person
	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

Source: Compiled by CRS using *West's North Dakota Century Code Annotated* and North Dakota session laws available on Westlaw. December 2023.

Table 36. Ohio

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	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
Crime and Law Enforcement	Rights of Crime Victims	<i>Ohio Rev. Code Ann.</i> § 2930.18(A)(1)	No Statute Identified	Employer	Victim
Education	Save Women's Sports Act				
	Intercollegiate athletic teams	<i>Ohio Rev. Code Ann.</i> § 3345.562(F)(2) ^a	<i>Ohio Rev. Code Ann.</i> § 3345.562(F)(2) ^b	State institution, private college, or athletic association	Participant
	Interscholastic athletic teams	<i>Ohio Rev. Code Ann.</i> § 3313.5320(E)(2) ^c	<i>Ohio Rev. Code Ann.</i> § 3313.5320(E)(2) ^d	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
Finance, Banking, Securities, and Insurance	Processing of claims by third-party payers	<i>Ohio Rev. Code Ann.</i> § 3901.3810(B)	<i>Ohio Rev. Code Ann.</i> § 3901.3812	Third-party payer	Provider or beneficiary
Government	Ohio Public Employees Collective Bargaining Act	<i>Ohio Rev. Code Ann.</i> § 4117.11(A)(4)	<i>Ohio Rev. Code Ann.</i> §§ 4117.12 & 4117.13	Public employer, its agents, or representative	Employee (public)
	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
	State Government Employee Protection	<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)
Healthcare	Chiropractors	<i>Ohio Rev. Code Ann.</i> § 4734.31(A) & (C)(11)	No Statute Provided	Individual	Chiropractor

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Nurses	<i>Ohio Rev. Code Ann.</i> § 4723.341(B)(2)	<i>Ohio Rev. Code Ann.</i> §§ 4723.341(C), 4113.52 & 4113.53	Employer	Person
	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
	Patient Abuse or Neglect	<i>Ohio Rev. Code Ann.</i> § 2903.36	No Statute Identified	Care facility	Person
	Landlord-Tenant	<i>Ohio Rev. Code Ann.</i> § 5321.02(A)(1) & (2)	<i>Ohio Rev. Code Ann.</i> § 5321.02(B)	Landlord	Tenant ^e
	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 ^f
Labor and Employment	Fair Minimum Wage	<i>Ohio Const. art.</i> II, § 34a	<i>Ohio Const. art.</i> 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
	Ohio Whistleblower Protection Act	<i>Ohio Rev. Code Ann.</i> § 4113.52(B)	<i>Ohio Rev. Code Ann.</i> § 4113.52(D) to (F)	Employer	Employee ^g
Occupational Health and Safety	Ohio Workers' Compensation Laws	<i>Ohio Rev. Code Ann.</i> § 4123.90. Para. 2	<i>Ohio Rev. Code Ann.</i> § 4123.90. Para. 2	Employer	Employee
	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
	Smoke Free Workplace Act	<i>Ohio Rev. Code Ann.</i> § 3794.02	No Statute Identified	Person or employer	Individual
Safety, Protection, and Care for Vulnerable Groups	Abuse of Intellectually Disabled, Developmentally Disabled, or Mentally Ill Persons	<i>Ohio Rev. Code Ann.</i> § 5123.61(L)	No Statute Identified	Employer or person	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Child Care	<i>Ohio Rev. Code Ann.</i> § 5104.10(A) to (C)	No Statute Identified	Employer	Employee
	Long-Term Care Ombudsman Program	<i>Ohio Rev. Code Ann.</i> § 173.24	<i>Ohio Rev. Code Ann.</i> §§ 173.24(B) & 4113.51 to 4113.53	Long-term care provider or other entity, person employed by a long-term care provider or other entity, or individual	Resident, recipient, employee, representative of the office of the state long-term care ombudsman program, or individual
	Protective Services for Adults	<i>Ohio Rev. Code Ann.</i> § 5101.63(E)	No Statute Identified	Employer or person	Employee
	Rest Homes and Nursing Homes				
	Patient rights	<i>Ohio Rev. Code Ann.</i> §§ 3721.13(34)	<i>Ohio Rev. Code Ann.</i> §§ 3721.13(34) & 3721.17(G)	Home or employee of a home	Resident, person
	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
	Reports of abuse or neglect	<i>Ohio Rev. Code Ann.</i> § 3721.24	<i>Ohio Rev. Code Ann.</i> § 3721.24(C)	Person or government entity	Employee, individual, resident

Source: Compiled by CRS using *Baldwin's Ohio Revised Code Annotated* and Ohio session laws available on Westlaw. December 2023.

Notes:

- a. Effective April 24, 2024.
- b. *Id.*
- c. *Id.*
- d. *Id.*
- e. A tenant may raise the retaliatory action of a landlord as a defense in an action to recover possession of the premises. *Ohio Rev. Code Ann.* § 5321.02(B). In addition, a tenant may recover actual damages and attorneys from the landlord.
- f. A resident may raise the retaliatory action of a park operator as a defense in an action to recover possession of the premises. *Ohio Rev. Code Ann.* § 4781.36(B). In addition, a resident may recover actual damages and attorneys from the park operator.
- g. Effective March 28, 2024, the protections under the Ohio Whistleblower Act apply to persons, not just employees. Sub. S.B. 91, 2023 Ohio Laws File 15.

Table 37. Oklahoma

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	Oklahoma Anti-Discrimination Act	<i>Okla. Stat. Ann.</i> tit. 25, § 1601	<i>Okla. Stat. Ann.</i> tit. 25, §§ 1502-1506.8	Person	Person
Education	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	Civil Service and Human Capital Modernization Act ^b	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Labor and Employment	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
	Administrative Workers' Compensation Act	<i>Okla. Stat. Ann.</i> tit. 85A, § 7(A)	<i>Okla. Stat. Ann.</i> tit. 85A, § 7(B)-(H)	Employer	Employee
	Oklahoma Protection of Labor Act	<i>Okla. Stat. Ann.</i> tit. 40, § 199(A)	No Statute Identified	Employer or agent	Employee
Military	Oklahoma Uniform Code of Military Justice	<i>Okla. Stat. Ann.</i> tit. 44, § 932 (art. 132)	No Statute Identified	Any person subject to the Oklahoma Uniform Code of Military Justice	Person
Occupational Health and Safety	Oklahoma Uniformed Services Employment and Reemployment Rights Act	<i>Okla. Stat. Ann.</i> tit. 44, § 4311(B)	<i>Okla. Stat. Ann.</i> tit. 44, §§ 4322-4323	Employer	Person
	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
	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Reporting Child Abuse	<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
	Group Homes for Persons with Developmental or Physical Disabilities Act				
	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
	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
	Long-Term Care Ombudsman Act	<i>Okla. Stat. Ann.</i> tit. 63, § 1-2215(B)	No Statute Identified	Person	Resident or employee
	Office of Client Advocacy of the Department of Human Services	<i>Okla. Stat. Ann.</i> tit. 10A, § 1-9-117(A)(1)	No Statute Identified	Employee of the Department of Human Services or of a child-placing agency	Foster parent
	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
	Residential Care Act	<i>Okla. Stat. Ann.</i> tit. 63, § 1-832(A)(5)	No Statute Identified	Person	Resident or employee

Source: Compiled by CRS using the *Oklahoma Statutes Annotated* and Oklahoma session laws available on Westlaw. January 2024.

Notes:

- a. Oklahoma Medicaid False Claims Act qui tam provisions: *Okla. Stat. Ann.* tit. 63, §§ 5053.3 to 5053.5.
- b. Oklahoma's Civil Service and Human Capital Modernization Act (H.B. 3420 (Okla. 2022)) repealed Oklahoma's Whistleblower Act (*Okla. Stat. Ann.* tit. 74, §§ 840-2.5 to 840-2.6). The Civil Service and Human Capital Modernization Act directed the Human Capital Management Division and the Civil Service Division of the Office of

Management and Enterprise to create a confidential whistleblower program for receiving complaints from public employees regarding claims of agency or employee mismanagement as well as criminal misuse of state funds or property. *Okla. Stat. Ann.* tit. 62, § 34.301(B)(6).

Table 38. Oregon

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Farmworker Camps	<i>Or. Rev. Stat. Ann. § 658.760</i>	<i>Or. Rev. Stat. Ann. § 658.805</i>	Farmworker camp operator	Person
Civil Rights, Human Rights	Unlawful Discrimination in Employment, Public Accommodations and Real Property Transactions; Administrative and Civil Enforcement	<i>Or. Rev. Stat. Ann. § 659A.865</i>	<i>Or. Rev. Stat. Ann. §§ 659A.890 & 659A.885(3)</i>	A respondent named in a complaint filed under selected Oregon civil rights laws ^a	Person filing the complaint
Commerce	Office of Small Business Assistance	<i>Or. Rev. Stat. Ann. § 56.209</i>	No Statute Identified	Not Identified	Person
Crime and Law Enforcement	Officer Misconduct	<i>Or. Rev. Stat. Ann. § 181A.681(5)</i>	<i>Or. Rev. Stat. Ann. §§ 181A.681(5) & 659A.199</i>	Employer	Police officer or reserve officer
Drugs	Adult and Medical Use of Cannabis Act	<i>Or. Rev. Stat. Ann. § 475C.285(1)</i>	<i>Or. Rev. Stat. Ann. § 475C.285(3) & Or. Rev. Stat. Ann. ch. 659A</i>	Licensee	Employee of licensee
	Oregon Psilocybin Services Act	<i>Or. Rev. Stat. Ann. § 475A.489(1)</i>	<i>Or. Rev. Stat. Ann. § 475A.489(2) & Or. Rev. Stat. Ann. ch. 659A</i>	Licensee	Employee of licensee
Education	Discrimination in Education	<i>Or. Rev. Stat. Ann. § 659.852(2)</i>	<i>Or. Rev. Stat. Ann. §§ 659.852(3) & 659A.885</i>	Education program	Student of an education program
	Whistleblower Law	<i>Or. Rev. Stat. Ann. § 659A.203(3)</i>	<i>Or. Rev. Stat. Ann. §§ Or. Rev. Stat. Ann. 659A.203(4) & .659A.199</i>	School services employer	School services employee
Environment and Natural Resources	Bulk Oils or Liquid Fuels Terminals	<i>Or. Rev. Stat. § 468B.519(1)</i>	<i>Or. Rev. Stat. § 468B.519(2) & (3) & Or. Rev. Stat. Ann. ch. 659A</i>	Owner or operator of a bulk oils or liquid fuels terminal	Employee
False Claims	False Claims ^b	No Statute Identified	<i>No Statute Identified</i>	Not Identified	Not Identified
Government	Oregon Disabilities Commission	<i>Or. Rev. Stat. Ann. § 185.170</i>	<i>No Statute Identified</i>	Employer	Employee member of the Oregon Disabilities Commission
	Election Laws	<i>Or. Rev. Stat. Ann. § 659A.228(1)</i>	<i>Or. Rev. Stat. Ann. § 659A.885</i>	Person	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Legislative Testimony	<i>Or. Rev. Stat. Ann. § 659A.236</i>	<i>Or. Rev. Stat. Ann. § 659A.885</i>	Employer	Employee
	Public Contracting				
	Public improvements	<i>Or. Rev. Stat. Ann. § 279C.520(1)(c) ^c</i>	<i>No Statute Identified</i>	Contractor	Employee
	Public procurements	<i>Or. Rev. Stat. Ann. § 279B.235(1)(c) ^d</i>	<i>No Statute Identified</i>	Contractor	Employee
	Public Employee Collective Bargaining Act	<i>Or. Rev. Stat. Ann. § 243.670(2)(b)</i>	<i>No Statute Identified</i>	Public employer	Individual
	Public Employee Collective Bargaining Act	<i>Or. Rev. Stat. Ann. § 243.672(1)(d)</i>	<i>Or. Rev. Stat. Ann. § 243.676</i>	Public employer	Employee (public)
	Whistleblower Law	<i>Or. Rev. Stat. Ann. § 659A.203</i>	<i>Or. Rev. Stat. Ann. §§ 659A.199, 659A.203(4) & 659A.885</i>	Public or nonprofit employer	Employee
Health Care	Health Care Facilities and Health Maintenance Organizations	<i>Or. Rev. Stat. Ann. § 441.044(2)</i>	<i>Or. Rev. Stat. Ann. § 441.044(5)</i>	Health care facility or person acting in the interest of the facility	Employee
	Hospital Nursing Services	<i>Or. Rev. Stat. Ann. § 441.181</i>	<i>Or. Rev. Stat. Ann. § 441.183 & 441.184</i>	Hospital	Nursing staff
Housing	Eviction from Employee Housing	<i>Or. Rev. Stat. Ann. § 659A.259(1)(a)</i>	<i>6 Or. Rev. Stat. Ann. §§ 659A.259(2), 659A.820 & 659A.885(1) & (3)</i>	Employer	Employee or member of the employee's household
	Manufactured Dwelling Parks and Marinas	<i>Or. Rev. Stat. Ann. § 90.765(1)</i>	<i>Or. Rev. Stat. Ann. §§ 90.710 & 90.765(2)</i>	Landlord	Tenant
	Oregon Residential Landlord Tenant Act	<i>Or. Rev. Stat. Ann. § 90.385</i>	<i>Or. Rev. Stat. Ann. §§ 90.385(3) & 90.375</i>	Landlord	Tenant
Labor and Employment	Domestic Workers' Protection Act	<i>Or. Rev. Stat. Ann. § 653.547(4)(d)</i>	<i>Or. Rev. Stat. Ann. § 653.551(4)</i>	Person that employs a domestic worker	Individual
	Family and Medical Leave Insurance	<i>Or. Rev. Stat. Ann. §§ 657B.060(4) & 657B.070(1)(c)</i>	<i>Or. Rev. Stat. Ann. § 657B.070(2)</i>	Employer	Employee
	Labor Contractors	<i>Or. Rev. Stat. Ann. § 658.452</i>	<i>Or. Rev. Stat. Ann. § 658.453(4)</i>	Labor contractor or employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Labor Practices	<i>Or. Rev. Stat. Ann. § 663.120(3)</i>	<i>Or. Rev. Stat. Ann. §§ 663.180 & 663.195</i>	Employer	Employee
	Oregon Equal Pay Act	<i>Or. Rev. Stat. Ann. § 652.220(3)</i>	<i>Or. Rev. Stat. Ann. § 652.220(7) & 659A.885</i>	Employer	Employee
	Oregon Family Leave Act	<i>Or. Rev. Stat. Ann. § 659A.183(2)</i>	No Statute Identified	Employer	Individual
	Oregon Sick Leave Act	<i>Or. Rev. Stat. Ann. § 653.641(2)</i>	<i>Or. Rev. Stat. Ann. § 653.651(1), 659A.820 & 659A.885</i>	Employer or person	Employee
	Overtime Violations	<i>Or. Rev. Stat. Ann. § 652.035(5)</i>	<i>6 Or. Rev. Stat. Ann. § 652.035(1), 659A.820 & 659A.885</i>	Employer	Individual
	Predictive Work Scheduling	<i>Or. Rev. Stat. Ann. § 653.470(2)</i>	<i>Or. Rev. Stat. Ann. § 653.480</i>	Employer	Individual
	Pregnancy Discrimination	<i>Or. Rev. Stat. Ann. § 659A.147(1)(c)</i>	No Statute Identified	Employer	Applicant or employee
	Unlawful Employment Discrimination	<i>Or. Rev. Stat. Ann. § 659A.030(f)</i>	<i>Or. Rev. Stat. Ann. §§ 659A.820 & 659A.885</i>	Person	Person
	Wages				
	Disclosure of compensation and salaries)	<i>Or. Rev. Stat. Ann. § 659A.355(1)(b)</i>	No Statute Identified	Employer	Employee
	Enforcement of wage claims	<i>Or. Rev. Stat. Ann. § 652.355(1)</i>	<i>Or. Rev. Stat. Ann. § 652.355(2)</i>	Employer	Employee
	Minimum wages; employment conditions	<i>Or. Rev. Stat. Ann. § 653.060(1)</i>	<i>Or. Rev. Stat. Ann. § 653.060(2) & 659A.885</i>	Employer	Employee
	Overtime violations	<i>Or. Rev. Stat. Ann. § 652.035(5)</i>	<i>Or. Rev. Stat. Ann. § 652.035</i>	Employer	Individual
	Whistleblowing				
	Reporting violations of state or federal law	<i>Or. Rev. Stat. Ann. § 659A.199</i>	<i>Or. Rev. Stat. Ann. §§ 659A.199(2) & 659A.885</i>	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Military	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 selected public health and safety laws and participating in administrative proceedings	<i>Or. Rev. Stat. Ann.</i> § 659A.233	<i>Or. Rev. Stat. Ann.</i> § 659A.885	Employer	Employee
	Discrimination Against Workers in Uniformed Service	<i>Or. Rev. Stat. Ann.</i> § 659A.082(2)(c)	No Statute Identified	Employer	Person
	Oregon Military Family Leave Act	<i>Or. Rev. Stat. Ann.</i> § 659A.096(2)	No Statute Identified	Employer	Individual
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)(a) & 443.766(1)	No Statute Identified	Owner or operator of an adult foster home	Person
	Child-Caring Agencies	<i>Or. Rev. Stat. Ann.</i> § 418.258(4)(a)(B)	No Statute Identified	Employer	Employee of a child-caring agency, proctor foster home, certified foster home or developmental disabilities residential facility
	Foster Children	<i>Or. Rev. Stat. Ann.</i> §§ 418.201(1) & 418.2038.201	No Statute Identified	Not Identified	Child, ward or youth
	Long Term Care Facilities				

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Anti-retaliation	<i>Or. Rev. Stat. Ann. § 441.625</i>	No Statute Identified	Facility, or any person subject to the supervision, direction or control of a facility	Resident
	Resident abuse	<i>Or. Rev. Stat. Ann. § 441.655</i>	No Statute Identified	Official or employee of a long term care facility	Anyone
	Long Term Care Ombudsman	<i>Or. Rev. Stat. Ann. § 441.412(2)</i>	No Statute Identified	Employee	Official or other employee of a long term care facility
	Registered Community-Based Structured Housing	<i>Or. Rev. Stat. Ann. § 443.500(3)</i>	No Statute Identified	Owner or operator of a facility	Individual, witness or employee of a facility interviewed about the complaint
	Residential Facilities Ombudsman	<i>Or. Rev. Stat. Ann. § 443.390(6)</i>	No Statute Identified ^e	Residential facility or other entity	Resident, employee or other person

Source: Compiled by CRS using West’s *Oregon Revised Statutes Annotated* and Oregon session laws available on Westlaw. February 2024.

Notes:

- a. *Or. Rev. Stat. Ann. § 659A.865* provides that a respondent named in a complaint filed under *Or. Rev. Stat. Ann. § 659A.820* may not, with the intention of defeating a purpose of this chapter, retaliate against the person filing the complaint.
- b. Oregon False Claims statutes: *Or. Rev. Stat. Ann. § 180.750* to *180.785*.
- c. *Or. Rev. Stat. Ann. § 279C.520(1)(c)* provides “The contractor . . . may not retaliate against an employee who discusses the employee's rate of wage, salary, benefits or other compensation with another employee or another person.”
- d. *Or. Rev. Stat. Ann. § 279B.235(1)(c)* provides “The contractor . . . may not retaliate against an employee who discusses the employee's rate of wage, salary, benefits or other compensation with another employee or another person.”
- e. *Or. Rev. Stat. Ann. § 443.390(6)* provides “The Department of Human Services shall prohibit retaliation or reprisals by a residential facility or other entity with respect to any resident, employee or other person who files a complaint, provides information or otherwise cooperates with the Residential Facilities Ombudsman or a designee and shall provide by rule for appropriate sanctions with respect to the retaliation and reprisals.”

Table 39. Pennsylvania

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture	Seasonal Farm Labor Act	43 <i>Pa. Stat. Ann.</i> § 1301.606(c)	No Statute Identified	Not Identified	Seasonal farm worker
Crime and Law Enforcement	Juvenile Matters	42 <i>Pa. Stat. and Cons. Stat. Ann.</i> § 6336.1(5)	No Statute Identified	County agency or private agency	Foster parent, preadoptive parent or relative
Civil Rights, Human Rights	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
Education	Educator Discipline Act	24 <i>Pa. Stat. Ann.</i> § 2070.9c(11)	No Statute Identified	Educator	Individual
	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. Stat. and Cons. Stat. Ann.</i> § 4112	27 <i>Pa. Stat. and Cons. Stat. Ann.</i> §§ 4112 & 43 <i>Pa. Stat. Ann.</i> ch. 25	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> ch. 25	Employer	Employee
	Low-Level Radioactive Waste Disposal Act	35 <i>Pa. Stat. Ann.</i> § 7130.509(a) & (b)	35 <i>Pa. Stat. Ann.</i> §§ 7130.509(c) & 43 <i>Pa. Stat. Ann.</i> ch. 25	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 P.S. ch. 25	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 P.S. ch. 25	Employer	Employee
Finance, Banking, Securities, and Insurance	Department of Banking and Securities Code	71 <i>Pa. Stat. Ann.</i> § 733-1104(A) & (B)	No Statute Identified	Licensee	Employee
	Pennsylvania Securities Act of 1972	70 <i>Pa. Stat. Ann.</i> § 1-511(f)	No Statute Identified	Person	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Government	Administrative Code of 1929				
	Public works employment verification	71 <i>Pa. Stat. Ann.</i> § 656.7(a) ^a	71 <i>Pa. Stat. Ann.</i> § 656.7(b) & (c)	Public works contractor or subcontractor	Employee
	Office of the State Inspector General	71 <i>Pa. Stat. Ann.</i> § 217(b) ^b	71 <i>Pa. Stat. Ann.</i> §§ 217(c) & 43 <i>Pa. Cons. Stat. Ann.</i> ch. 25	Person	Employee
	Public Employee Relations Act	43 <i>Pa. Stat. Ann.</i> § 1101.1201(a)	43 <i>Pa. Stat. Ann.</i> § 1101.1303	Public employers, their agents or representatives	Employee
	Public Official and Employee Ethics Act	65 <i>Pa. Stat. and Cons. Stat. Ann.</i> § 1108(j)	65 <i>Pa. Stat. and Cons. Stat. Ann.</i> § 1108	Public official or public employee	Official or employee (public)
Healthcare	Whistleblower Law	43 <i>Pa. Stat. Ann.</i> § 1423	43 <i>Pa. Stat. Ann.</i> § 1424	Employer (public)	Employee
	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> ch. 25	Not Identified	Health care worker
Labor and Employment	Construction Industry Employee Verification Act	43 <i>Pa. Stat. Ann.</i> § 168.6(a)	43 <i>Pa. Stat. Ann.</i> § 168.6(b) & (c)	Construction industry employer	Employee
	Construction Workplace Misclassification Act	43 <i>Pa. Stat. Ann.</i> § 933.10(a)	No Statute Identified	Employer, officer, or agent of employer	Person
	Equal Pay Law	43 <i>Pa. Stat. Ann.</i> § 336.8	No Statute Identified	Employer	Employee
	Minimum Wage Act of 1968	43 <i>Pa. Stat. Ann.</i> § 333.112(a)	No Statute Identified	Employer or agent, or office or agent of any corporation	Employee
	Pennsylvania Labor Relations Act	43 <i>Pa. Stat. Ann.</i> § 211.6(d)	43 <i>Pa. Stat. Ann.</i> §§ 211.8 & 211.9	Employer	Employee
Occupational Health and Safety	Clean Indoor Air Act	35 <i>Pa. Stat. Ann.</i> §§ 637.5 & 637.7	No Statute Identified	Person	Employee or applicant for employment
	Worker and Community Right-to-Know Act	35 <i>Pa. Stat. Ann.</i> § 7313(a)	35 <i>Pa. Stat. Ann.</i> §§ 7314 & 1715	Employer	Employee
Public Utilities	Public Utility Code				

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Alternative Form of Regulation of Telecommunications Services	66 Pa. Stat. and Cons. Stat. Ann. § 3019(i)	66 Pa. Stat. and Cons. Stat. Ann. § 3019(i)	Telecommunications carrier	Employee
	Protection of public utility employees	66 Pa. Stat. and Cons. Stat. Ann. § 3316(a) & (b)	66 Pa. Stat. and Cons. Stat. Ann. § 3316(c) to (f)	Employer	Employee
Transportation	Commercial Drivers	75 Pa. Stat. and Cons. Stat. Ann. § 1619(a)(2)	75 Pa. Stat. and 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. Stat. and Cons. Stat. Ann. § 1619(a)(2)	75 Pa. Stat. and Cons. Stat. Ann. § 1619(c) to (e)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Adult Protective Services Act	35 Pa. Stat. Ann. §§ 10210.302(d) & 10210.506(d)	35 Pa. Stat. Ann. §§ 10210.302(d) & 43 Pa. Stat. Ann. ch. 25	Person or entity	Person or person required to report
	Child Abuse Reports	23 Pa. Stat. and Cons. Stat. Ann. § 6311(c)	23 Pa. Stat. and Cons. Stat. Ann. § 6320(a)(3) & (d)	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. Stat. and Cons. Stat. Ann. § 7302	No Statute Identified	Agency	Resource family

Source: Compiled by CRS using Purdon's *Pennsylvania Statutes and Consolidated Statutes Annotated* and Pennsylvania session laws available on Westlaw. January 2024.

Notes:

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

Table 40. Rhode Island

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
False Claims	State False Claims Act ^a	9 <i>R.I. Gen. Laws Ann.</i> § 9-1.1-4(g)	9 <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	27 <i>R.I. Gen. Laws Ann.</i> § 27-18-45	27 <i>R.I. Gen. Laws Ann.</i> § 27-18-47	Accident and sickness insurer	Physician or provider
	Insurance Fraud Prevention Act	27 <i>R.I. Gen. Laws Ann.</i> § 27-54-7(a)	27 <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	36 <i>R.I. Gen. Laws Ann.</i> § 36-14-5(m)	36 <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	23 <i>R.I. Gen. Laws Ann.</i> §§ 23-17.8-2(f), 23-17.8-4(a) to (b) & 23-17.8-5(b)	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.8-5	Facility	Person
	Board of Examiners in Dentistry	5 <i>R.I. Gen. Laws Ann.</i> § 5-31.1-9(b)	No Statute Identified	Licensed healthcare provider, dentist, dental hygienist, DAANCE-certified maxillofacial surgery assistant, or limited registrant	Employee, staff member, or any other person
	Board of Medical Licensure and Discipline	5 <i>R.I. Gen. Laws Ann.</i> § 5-37-1.5(b)	No Statute Identified	Licensed healthcare provider, physician, or limited registrant	Employee, staff member, or person
	Board of Examiners in Podiatry	5 <i>R.I. Gen. Laws Ann.</i> § 5-29-15(b)	No Statute Identified	Licensed healthcare provider, podiatrist, or limited registrant	Employee, staff member, or person
	Health Care Fraud	27 <i>R.I. Gen. Laws Ann.</i> § 27-63-1(b)	No Statute Identified ^b	Employer	Person
	Health Maintenance Organization Act	27 <i>R.I. Gen. Laws Ann.</i> § 27-41-46	27 <i>R.I. Gen. Laws Ann.</i> § 27-41-48	Health Maintenance Organizations	Physician or medical services provider
	Hospital Conversions Act	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.14-29(a)	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.14-29(b) & (c)	Person (subject to provisions of chapter)	Person or employee
	Hospital Workplace Violence Protection Act	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.28-4	No Statute Identified	Person	Employee or prospective employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Nonprofit Medical Service Corporations	27 <i>R.I. Gen. Laws Ann.</i> § 27-20-32	27 <i>R.I. Gen. Laws Ann.</i> § 27-20-34	Nonprofit medical service corporation or insurer offering and/or insuring health services	Physician or provider
	Nursing Facilities Receivership Act				
	Anti-retaliation	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.11-9(a)	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.11-9(b) & (c)	Facility	Officer or employee of facility, guardian or family member of resident, volunteer
	Whistleblower Protections	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.11-11(a)	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.11-11(b) & (c)	Person (subject to provisions of chapter)	Person or employee
	Rhode Island Nurse Practice Act	5 <i>R.I. Gen. Laws Ann.</i> § 5-34-24.2(b)	No Statute Identified	Licensed healthcare provider, physician, or limited registrant may discharge, threaten, or discriminate against an employee, staff member, or person	Employee, staff member, or person
Housing	Mobile and Manufactured Homes	31 <i>R.I. Gen. Laws Ann.</i> §§ 31-44-5(a) & (b) § 31-44-17	31 <i>R.I. Gen. Laws Ann.</i> §§ 31-44-5(a), 34-18-34 & 34-18-46	Licensee	Resident, prospective resident, or association formed pursuant to 31 <i>R.I. Gen. Laws Ann.</i> § 31-44-3.1
Labor and Employment	Residential Landlord and Tenant Act	34 <i>R.I. Gen. Laws Ann.</i> § 34-18-46(a)	34 <i>R.I. Gen. Laws Ann.</i> §§ 34-18-34 & 34-18-46(b)	Landlord	Tenant
	Rhode Island Fair Housing Practices Act	34 <i>R.I. Gen. Laws Ann.</i> § 34-37-5.1	34 <i>R.I. Gen. Laws Ann.</i> §§ 34-37-5 & 34-37-6	Owner or agent	Individual
	Building Service Workers	37 <i>R.I. Gen. Laws Ann.</i> § 37-26-9(a) 28 <i>R.I. Gen. Laws Ann.</i> § 28-12-16)	37 <i>R.I. Gen. Laws Ann.</i> § 37-26-8	Employer	Employee or former employee,
	Labor Relations Act	28 <i>R.I. Gen. Laws Ann.</i> § 28-7-13(8)	28 <i>R.I. Gen. Laws Ann.</i> §§ 28-7-21 to 28-7-22	Employer	Employee
	Rhode Island Minimum Wage Act	28 <i>R.I. Gen. Laws Ann.</i> § 28-12-16	28 <i>R.I. Gen. Laws Ann.</i> § 28-12-19 ^c	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Rhode Island Payment of Wages Act	28 <i>R.I. Gen. Laws Ann.</i> § 28-14-19.3	28 <i>R.I. Gen. Laws Ann.</i> §§ 28-14-19.3 & 28 <i>R.I. Gen. Laws Ann.</i> ch. 50	Employer or person acting on behalf of the employer	Employee or person
	Rhode Island Prevailing Wages Law	37 <i>R.I. Gen. Laws Ann.</i> § 37-13-17(h)	37 <i>R.I. Gen. Laws Ann.</i> § 37-13-17	Employer	Employee or former employee
	Rhode Island Whistleblowers Act	28 <i>R.I. Gen. Laws Ann.</i> § 28-50-3	28 <i>R.I. Gen. Laws Ann.</i> §§ 28-50-4 & 28-50-5	Employer	Employee
	State Fair Employment Practices Act	28 <i>R.I. Gen. Laws Ann.</i> § 28-5-7(5)	28 <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
Occupational Health and Safety	Asbestos Abatement Act	23 <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 <i>R.I. Gen. Laws Ann.</i> ch. 50	Person	Public employee or beneficiary of public funds
	Hazardous Substances Right-to-Know Act	28 <i>R.I. Gen. Laws Ann.</i> § 28-21-8(2)	28 <i>R.I. Gen. Laws Ann.</i> § 28-21-8(4)	Employer	Employee
	Occupational Health	23 <i>R.I. Gen. Laws Ann.</i> § 23-1.1-14(a)	23 <i>R.I. Gen. Laws Ann.</i> § 23-1.1-14(b)	Employer	Employee
	Occupational Safety	28 <i>R.I. Gen. Laws Ann.</i> § 28-20-21(a)	28 <i>R.I. Gen. Laws Ann.</i> § 28-20-21(b)	Employer	Employee
	Public Health and Workplace Safety Act	23 <i>R.I. Gen. Laws Ann.</i> § 23-20.10-8	23 <i>R.I. Gen. Laws Ann.</i> § 23-20.10-9	Person	Employee, applicant for employment or customer
Science, Technology, and Communications	Public Radio Conversions Act	18 <i>R.I. Gen. Laws Ann.</i> § 18-4.1-12(a)	18 <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	42 <i>R.I. Gen. Laws Ann.</i> § 42-66-8(e)	No Statute Identified	Employer or supervisor	Employee or supervisee
	Abuse of Persons with Developmental Disabilities	40.1 <i>R.I. Gen. Laws Ann.</i> § 40.1-27-7	No Statute Identified	Program	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Assisted Living Residence Licensing Act	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.4-36	No Statute Identified	Residence	Officer or employee of a residence, guardian or family member of any resident, resident, volunteer, or person
	Long-Term Care Ombudsperson Act of 1995	42 <i>R.I. Gen. Laws Ann.</i> § 42-66.7-8	No Statute Identified	Facility	Officer or employee of a facility, guardian or family member of a resident, resident, or volunteer
	Rights of Nursing Home Patients	23 <i>R.I. Gen. Laws Ann.</i> § 23-17.5-34(e)	23 <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

Source: Compiled by CRS using *West's General Laws of Rhode Island Annotated* and Rhode Island session laws available on Westlaw. January 2024.

Notes:

- a. Rhode Island's State False Claims Act qui tam provisions: 9 *R.I. Gen. Laws Ann.* § 9-1.1-4(b) to (d).
- b. 27 *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.
- c. 28 *R.I. Gen. Laws Ann.* § 28-12-19 provides that persons aggrieved by a violation of law are entitled to relief as provided in 28 *R.I. Gen. Laws Ann.* ch. 14 ("Payment of Wages").

Table 41. South Carolina

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Education	Save Women's Sports Act	<i>S.C. Code Ann. § 59-1-500(C)</i>	<i>S.C. Code Ann. § 59-1-500(C)</i>	School, postsecondary institution, or athletic association or organization	Student
False Claims	Medical and Hospital Care of Persons Qualified for Public Assistance ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Government	South Carolina Whistleblower Act	<i>S.C. Code Ann. § 8-27-20(A)</i>	<i>S.C. Code Ann. § 8-27-30</i>	Public body	Employee of a public body
Healthcare	Medical Ethics and Diversity Act	<i>S.C. Code Ann. § 44-139-40(A), (B)</i>	<i>S.C. Code Ann. § 44-139-50</i>	Not Identified	Medical practitioner
Housing	Residential Landlord and Tenant Act	<i>S.C. Code Ann. § 27-40-910(a)</i>	<i>S.C. Code Ann. § 27-40-910(b) & (h)</i>	Landlord	Tenant
Labor and Employment	South Carolina Human Affairs Law	<i>S.C. Code Ann. § 1-13-80(F)</i>	<i>S.C. Code Ann. § 1-13-90</i>	Employer, employment agency, joint labor-management committee controlling apprenticeship, on-the-job training programs, or labor organization	Employee, applicant for employment, or individual
	South Carolina Workers' Compensation Law	<i>S.C. Code Ann. § 41-1-80</i>	<i>S.C. Code Ann. § 41-1-80</i>	Employer	Employee
Occupational Health and Safety	Occupational Safety and Health Laws	<i>S.C. Code Ann. § 41-15-510</i>	<i>S.C. Code Ann. § 41-15-520</i>	Person	Employee

Source: Compiled by CRS using the *Code of Laws of South Carolina 1976 Annotated* and South Carolina session laws available on Westlaw. January 2024.

Notes:

- a. False claims provisions. *S.C. Code Ann. § 43-7-60*.

Table 42. South Dakota

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Regulation of Beer Industry Business Relationships	<i>S.D. Codified Laws § 35-8A-4(8)</i>	<i>S.D. Codified Laws § 35-8A-9</i>	Supplier	Wholesaler
Civil Rights, Human Rights	South Dakota Human Relations Act of 1972	<i>S.D. Codified Laws § 20-13-26</i>	<i>S.D. Codified Laws §§ 20-13-29, 20-13-42 & 20-13-35.1</i>	Person	Person
Crime and Law Enforcement	Juvenile Correctional Facilities and Programs	<i>S.D. Codified Laws § 26-11A-32</i>	No Statute Identified	State agency or individual acting for a state agency	Individual
Education	Requirements for Athletic Teams and Sports	<i>S.D. Codified Laws § 13-67-2</i>	<i>S.D. Codified Laws § 13-67-2</i>	Accredited school, school district, activities association or organization, or institution of higher education	Student
Government	Public Employees' Unions	<i>S.D. Codified Laws § 3-18-3.1(4)</i>	<i>S.D. Codified Laws § 3-18-15.2</i>	Public employer	Employee (public)
	Public Officers and Employees	<i>S.D. Codified Laws § 3-16-9</i>	<i>S.D. Codified Laws §§ 3-6D-22 & 3-16-9</i>	Department, bureau, board, or commission of the state or any of its political subdivisions (public)	Employee (public)
	Public Official's Misuse of Public Funds	<i>S.D. Codified Laws § 3-16-10</i>	<i>S.D. Codified Laws § 3-16-10</i>	Not Identified	Employee (public)
	State Civil Service Law	<i>S.D. Codified Laws § 3-6D-5(5)</i>	<i>S.D. Codified Laws §§ 1-56-12 & 3-6D-22</i>	Not Identified	Civil service applicant or employee (public)
Housing	Lease of Real Property	<i>S.D. Codified Laws § 43-32-27</i>	<i>S.D. Codified Laws § 43-32-27</i>	Lessor of residential property	Lessee
Labor and Employment	Wages, Hours and Conditions of Employment	<i>S.D. Codified Laws § 60-11-17.1</i>	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Care, Treatment and Rights of Residents in Facilities for Developmentally Disabled Persons	<i>S.D. Codified Laws</i> § 27B-8-43	No Statute Identified	Agency, community service provider, facility, or school	Staff
	Children's Homes and Welfare Agencies	<i>S.D. Codified Laws</i> § 26-6-56	No Statute Identified	State agency, facility, center, or program; or individual acting for a state agency or a facility, center, or program	Individual

Source: Compiled by CRS using the *South Dakota Codified Laws* and South Dakota session laws available on Westlaw. January 2024.

Table 43. Tennessee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	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
Civil Rights, Human Rights	Tennessee Human Rights Act	<i>Tenn. Code Ann.</i> § 4-21-301(a)(1)	<i>Tenn. Code Ann.</i> §§ 4-21-302 & 4-21-311	Person	Person
Crime and Law Enforcement	Duty to Intervene	<i>Tenn. Code Ann.</i> § 38-8-129(c)	No Statute Identified	Law enforcement agency	Officer
Drugs	Opioid Abuse or Diversion	<i>Tenn. Code Ann.</i> § 63-1-602(a)	No Statute Identified	Entity that prescribes, dispenses, or handles opioids	Employee
Education	Education Truth in Reporting and Employee Protection Act of 1989	<i>Tenn. Code Ann.</i> §§ 49-50-1408(a) & 49-50-1409(a)	<i>Tenn. Code Ann.</i> § 49-50-1409(a)	Person or employer	Person
	Higher Education Accountability Act of 2004	<i>Tenn. Code Ann.</i> § 49-14-103(b)	No Statute Identified	Not Identified	Higher education employee
	Intercollegiate or Intramural Athletic Teams or sports Designated for Females	<i>Tenn. Code Ann.</i> § 49-7-180(c)	No Statute Identified	Government entity, licensing or accrediting organization, or athletic association or organization	Student
	Professional Educators Collaborative Conferencing Act of 2011	<i>Tenn. Code Ann.</i> § 49-5-606(a)(6)	No Statute Identified	Board of education or its management personnel	Employee
	Student Transcript Alterations	<i>Tenn. Code Ann.</i> § 49-50-1101(b)	No Statute Identified	Local education agency, charter school, charter school authorizer, or virtual school	Employee
	Tennessee Public Protection Act	<i>Tenn. Code Ann.</i> § 50-1-310(a)	<i>Tenn. Code Ann.</i> § 50-1-310(c)	Local education agency	Teacher
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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
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
Government	Advocacy for Honest and Appropriate Government Spending Act	<i>Tenn. Code Ann.</i> § 8-4-409(c)	No Statute Identified	Person	Person
	Local Government Modernization Act of 2005	<i>Tenn. Code Ann.</i> § 9-3-406(b)	No Statute Identified	Person	Local government employee or person
	State of Tennessee Audit Committee Act of 2005	<i>Tenn. Code Ann.</i> § 4-35-107(b)	No Statute Identified	Person	Person
	Violations by State Agencies	<i>Tenn. Code Ann.</i> § 8-50-116(b)	<i>Tenn. Code Ann.</i> § 8-50-116(c)	Head of any state department, agency or institution, state employee exercising supervisory authority, other state employee or state contractor (public)	State employee (public)
Labor and Employment	Tennessee Public Protection Act	<i>Tenn. Code Ann.</i> § 50-1-304(b)	<i>Tenn. Code Ann.</i> § 50-1-304(c)	Employer	Employee
	Wages	<i>Tenn. Code Ann.</i> § 50-2-206	No Statute Identified	Employer	Employee
Occupational Health and Safety	Occupational Safety and Health Act of 1972	<i>Tenn. Code Ann.</i> §§ 50-3-106(7) & 50-3-409(a)	<i>Tenn. Code Ann.</i> §§ 50-3-106(8) & 50-3-409(b)	Person	Employee
Safety, Protection, and Care for Vulnerable Groups	Rights of Nursing Home Residents and Patients				
	Deficient Nursing Homes	<i>Tenn. Code Ann.</i> § 68-11-804(c)(3)	No Statute Identified	Nursing home	Person
	Minimum Rights	<i>Tenn. Code Ann.</i> § 68-11-901(19)	Every nursing home resident/patient has the following minimum rights:	Not Identified	Nursing home resident or patient

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Anti-retaliation	<i>Tenn. Code Ann. § 68-11-903(1)</i>	(West) No Statute Identified	Nursing home	Person
	Tennessee Adult Protection Act	<i>Tenn. Code Ann. § 71-6-105</i>	<i>Tenn. Code Ann. § 71-6-105</i>	Person	Person

Source: Compiled by CRS using *West's Tennessee Code Annotated* and the Tennessee session laws available on Westlaw. January 2024.

Notes:

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

Table 44. Texas

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Agricultural Hazard Communication Act	<i>Tex. Agric. Code Ann.</i> § 125.013(b)	<i>Tex. Agric. Code Ann.</i> § 125.016	Employer	Agricultural laborer
Crime and Law Enforcement	Independent Ombudsman for Juvenile Justice Services and Facilities	<i>Tex. Hum. Res. Code Ann.</i> § 261.102	No Statute Identified	Texas Juvenile Justice Department, juvenile probation department, or another entity operating a facility in which children adjudicated for conduct that constitutes an offense are placed	Employee
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
	Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking	<i>Tex. Educ. Code Ann.</i> § 51.257(a)	No Statute Identified	Postsecondary educational institution	Employee
False Claims	Medicaid Fraud Prevention Act ^a	<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)	No Statute 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) to (c)	Not Identified	Employee (public), supervisor or management official (public)
	Texas Whistleblower Act	<i>Tex. Gov't Code Ann.</i> § 554.002(a)	<i>Tex. Gov't Code Ann.</i> § 554.003	State or local governmental entity	Public employee
Healthcare	Health Care Collaboratives	<i>Tex. Ins. Code Ann.</i> § 848.107(c)	No Statute Identified	Health care collaborative	Physician or health care provider

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Health Facilities				
	Retaliation Against Employees Prohibited	<i>Tex. Health & Safety Code Ann. § 260A.014(a)</i>	<i>Tex. Health & Safety Code Ann. § 260A.014(b) to (g)</i>	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. § 260A.015(a)</i>	<i>Tex. Health & Safety Code Ann. § 260A.015(b) to (d)</i>	Facility	Volunteer, resident, or family member or guardian of a resident
	Hospital, Mental Health Facility, and Treatment Facility Whistleblower Protection				
	Retaliation Against Employees Prohibited	<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 facility, or treatment facility	Employee
	Retaliation Against Nonemployees Prohibited	<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 facility, or treatment facility	Person who is not an employee
	Inspector General for State Hospital for Treating Persons with Mental Illness	<i>Tex. Health & Safety Code Ann. § 552.104</i>	No Statute Identified	Department of State Health Services or state hospitals	Department of State Health Services employee (public) or state hospital employee (public)
	Nursing Peer Review Committees	<i>Tex. Occ. Code Ann. § 303.010(b)(2)</i>	No Statute Identified	Not Identified	Person
	Nursing Practice Act	<i>Tex. Occ. Code Ann. §§ 301.402(f), 301.4025(c)(1), 301.412(2) & 301.413(b)</i>	<i>Tex. Occ. Code Ann. § 301.413(a) & (b-1) to (l)</i>	Person	Person
	Preferred Provider Benefit Plans	<i>Tex. Ins. Code Ann. §§ 1301.066(1) & 1301.161(1)</i>	No Statute Identified	Insurer	Physician or health care provider, insured

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Texas Health Maintenance Organization Act	<i>Tex. Ins. Code Ann.</i> § 843.281	No Statute Identified	Health maintenance organization	Group contract holder, enrollee, physician or provider
	Workers' Compensation Health Care Network Act	<i>Tex. Ins. Code Ann.</i> § 1305.404	No Statute Identified	Network	Employee or employee
	Workplace Violence Prevention	<i>Tex. Health & Safety Code Ann.</i> § 331.005(c)	No Statute Identified	Person	Person
	Manufactured Home Tenancies	<i>Tex. Prop. Code Ann.</i> § 94.251(a)	<i>Tex. Prop. Code Ann.</i> § 94.254 & 94.301	Landlord	Tenant
	Residential Tenancies	<i>Tex. Prop. Code Ann.</i> § 92.331	<i>Tex. Prop. Code Ann.</i> § 92.333	Landlord	Tenant
Labor and Employment	Human Trafficking Awareness and Prevention in Commercial Lodging Establishments	<i>Tex. Bus. & Com. Code Ann.</i> § 114.0054	No Statute Identified	Operator of a commercial lodging establishment	Employee
	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
	Workers' Compensation Discrimination	<i>Tex. Lab. Code Ann.</i> § 451.001	<i>Tex. Lab. Code Ann.</i> § 451.002	Person	Employee
	Workers' Compensation Insurance	<i>Tex. Ins. Code Ann.</i> § 2053.205	<i>Tex. Ins. Code Ann.</i> § 2053.206 & <i>Tex. Lab. Code Ann.</i> tit. A, subtitle 5	Not Identified	Person who is employed by a policyholder who self-insures the deductible amount
Occupational Health and Safety	Juvenile Justice Services and Facilities	<i>Tex. Hum. Res. Code Ann.</i> § 203.021(b)	<i>Tex. Hum. Res. Code Ann.</i> § 203.021(c) to (k)	Employer	Person
	Hazard Communication Act	<i>Tex. Health & Safety Code Ann.</i> § 502.017(c)	<i>Tex. Health & Safety Code Ann.</i> § 502.011	Employer	Employee
	Texas Workers' Compensation Act	<i>Tex. Lab. Code Ann.</i> § 411.082	<i>Tex. Lab. Code Ann.</i> § 411.083	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Safety, Protection, and Care for Vulnerable Groups	Assisted Living Facility Licensing Act				
	Retaliation Prohibited	<i>Tex. Health & Safety Code Ann. § 247.068(a)</i>	No Statute Identified	Person licensed under Tex. Health & Safety Code ch. 247	Person
	Retaliation Prohibited	<i>Tex. Health & Safety Code Ann. § 247.068(c)</i>	No Statute Identified	Department of Aging and Disability Services employee	Assisted living facility, employee of an assisted living facility, or a person in control of an assisted living facility
	Boarding Home Facilities	<i>Tex. Health & Safety Code Ann. § 260.009(c)</i>	No Statute Identified	Owner, operator, or employee of a boarding home facility that holds a permit issued by a county or municipality	Employee
	Childcare Facilities	<i>Tex. Hum. Res. Code Ann. § 42.04271(b)(2) & (b)(11)</i>	No Statute Identified	Day-care center, group day-care home, before-school program, after-school program, school-age program, or registered family home	Parent or guardian of a child at a child-care facility
	Commission Ombudsman Programs	<i>Tex. Gov't Code Ann. § 531.997</i>	No Statute Identified	Health and Human Services Commission or Department of Family and Protective Service	Employee (public) or person
	Home and Community Based Services	<i>Tex. Hum. Res. Code Ann. § 48.257</i>	No Statute Identified	Provider of home and community-based services	Person
	Home and Community Support Services	<i>Tex. Health & Safety Code Ann. § 142.0093(a)</i>	No Statute Identified	Person licensed under Tex. Health & Safety Code ch. 142	Person
	Intermediate Care Facilities for Individuals with an Intellectual Disability				

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Transportation	Suit for Retaliation	<i>Tex. Health & Safety Code Ann. § 252.132(b)</i>	<i>Tex. Health & Safety Code Ann. § 252.132(c) 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
	Reporting Child Abuse or Neglect	<i>Tex. Fam. Code Ann. § 261.110(b)</i>	<i>Tex. Fam. Code Ann. § 261.110</i>	Employer	Person
	Restraints and Seclusion in Healthcare Facilities	<i>Tex. Health & Safety Code Ann. § 322.054(a)</i>	No Statute Identified	Facility	Employee, client, resident, or person
	Office of State Long-Term Care Ombudsman	<i>Tex. Hum. Res. Code Ann. § 101A.264(a)(2)</i>	No Statute 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
	State Supported Living Centers				
	Office of Independent Ombudsman	<i>Tex. Health & Safety Code Ann. § 555.060</i>	No Statute Identified	Department (includes Department of State Health Services and Department of Aging and Disability Services), or state supported living centers	Department employee (includes Department of State Health Services and Department of Aging and Disability Services) or state supported living center
	Inspector General	<i>Tex. Health & Safety Code Ann. § 555.104</i>	No Statute Identified	Department (Department of Aging and Disability Services) state supported living centers	Department (Department of Aging and Disability Services) employee or state supported living center employee
	Bill of Rights for Wards	<i>Tex. Est. Code Ann. § 1151.351(23)</i>	No Statute 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

Source: Compiled by CRS using *Vernon's Texas Statutes and Codes Annotated* and Texas session laws available on Westlaw. February 2024.

Notes:

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

Table 45. Utah

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Utah Beer Industry Distribution Act	<i>Utah Code Ann.</i> § 32B-14-302(1)(i)	<i>Utah Code Ann.</i> §§ 32B-14-401 to 32b-14-402	Supplier	Wholesaler
Crime and Law Enforcement	Peace Officer Standards and Training Act	<i>Utah Code Ann.</i> § 53-6-210.5(1)(e) & (4)	No Statute Identified	Law enforcement agency	Law enforcement agency employee
Environment and Natural Resources	Coal Mine Safety Act	<i>Utah Code Ann.</i> § 40-2-302(3)	No Statute Identified	Coal mine operator	Person
False Claims	Utah False Claims Act ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Finance, Banking, Securities, and Insurance	Securities Fraud Reporting Program Act	<i>Utah Code Ann.</i> § 61-1-104(1)	<i>Utah Code Ann.</i> § 61-1-	Employer	Employee or person authorized to act on behalf of an employee.
Government	Utah Protection of Public Employees Act	<i>Utah Code Ann.</i> § 67-21-3(1)	<i>Utah Code Ann.</i> § 67-21-3.5	Employer (public)	Employee or a person authorized to act on behalf of the employee (public)
Healthcare	Anesthesia and Sedation Requirements	<i>Utah Code Ann.</i> § 58-1-510(6)	No Statute Identified	Employer	Employee
Housing	Utah Fair Housing Act	<i>Utah Code Ann.</i> § 57-21-7(f)	<i>Utah Code Ann.</i> § 57-21-9 to 57-27-1212	Not Identified	Person
	Mobile Home Park Residency Act	<i>Utah Code Ann.</i> § 57-16-16 (11)	<i>Utah Code Ann.</i> § 57-16-19	Park operator	Resident
Labor and Employment	Employment of Minors	<i>Utah Code Ann.</i> § 34-23-402(2)(g)	No Statute Identified	Person, whether individually or as an officer, agent, or employee of any person, firm, or corporation	Employee
	Utah Anti-Discrimination Ac	<i>Utah Code Ann.</i> §§ 34A-5-106(1)(a)(i) & 34A-5-102(1)(y)	<i>Utah Code Ann.</i> § 34A-5-107	Employer, employment agency, labor organization, apprenticeship program, on-the-job training program, or vocational school	Employees, applicant, or member

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety Safety, Protection, and Care for Vulnerable Groups	Utah Labor Relations Act	<i>Utah Code Ann.</i> § 34-20-8(f)	No Statute Identified	Employer	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
	Workers' Compensation Act	<i>Utah Code Ann.</i> § 34A-2-114(2)	No Statute Identified	Employer	Employee
	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
	Long-Term Care Ombudsman	<i>Utah Code Ann.</i> § 26B-2-307(4)(a)	No Statute Identified	Not Identified	Volunteer or employee of a long-term care facility or governmental agency, or against a resident of a long-term care facility

Source: Compiled by CRS using West's *Utah Code Annotated* and the Utah session laws available on Westlaw. February 2024.

Notes:

- a. Utah False Claims Act: *Utah Code Ann.* §§ 26-20-226-20-1 to 26-20-15.

Table 46. Vermont

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	Vermont Public Accommodations Act	<i>Vt. Stat. Ann.</i> tit. 9, § 4506(e)	<i>Vt. Stat. Ann.</i> tit. 9, § 4506 (West)	Person	Individual
Commerce	Vermont Consumer Protection Act	<i>Vt. Stat. Ann.</i> tit. 9, §§ 2453b & 2461(b)	<i>Vt. Stat. Ann.</i> tit. 9, § 2461(b)	Person	Person, consumer
Education	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
	Labor Relations for Teachers and Administrators Act	<i>Vt. Stat. Ann.</i> tit. 16, § 1986	No Statute Identified	School district or supervisory union	Teacher, administrator, or other employee of a school district or supervisory union
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
Finance, Banking, Securities, and Insurance	Vermont Whistleblower Award and Protection Act	<i>Vt. Stat. Ann.</i> tit. 9, § 5617(j)(1)	<i>Vt. Stat. Ann.</i> tit. 9, § 5617(j)(3), (j)(6)	Employer	Individual
Government	Judiciary Employees Labor Relations Act	<i>Vt. Stat. Ann.</i> tit. 3, § 1026(4)	<i>Vt. Stat. Ann.</i> tit. 3, § 103	Employer (public)	Employee (public)
	State Employees Labor Relations Act	<i>Vt. Stat. Ann.</i> tit. 3, § 974(b)	<i>Vt. Stat. Ann.</i> tit. 3, § 976	Not identified	State employee (public)
	State Employees Labor Relations Act	<i>Vt. Stat. Ann.</i> tit. 3, § 973	<i>Vt. Stat. Ann.</i> tit. 3, § 976	State agency, department, appointing authority, official, or employee (public)	State employee (public)
	State Ethics Commission	<i>Vt. Stat. Ann.</i> tit. 3, § 1204	No Statute Identified	Not Identified	Public Servant
	Vermont 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)
Healthcare	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
Housing	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Labor and Employment	Residential Rental Agreements	<i>Vt. Stat. Ann.</i> tit. 9, § 4465(a)	<i>Vt. Stat. Ann.</i> tit. 9, § 4465(b)	Landlord	Tenant
	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
	Vermont Earned Sick Time Act	<i>Vt. Stat. Ann.</i> tit. 21, §§ 483(l) & 397(a)	<i>Vt. Stat. Ann.</i> tit. 21, §§ 483(l) & 397(b)	Employer	Employee
	Vermont Fair Employment Practices Act				
	Employment based on credit information	<i>Vt. Stat. Ann.</i> tit. 21, § 495i(e)	<i>Vt. Stat. Ann.</i> tit. 21, § 495b(b) & (c)	Employer	Employee or applicant
Military	Employment discrimination	<i>Vt. Stat. Ann.</i> tit. 21, § 495(a)(8)	<i>Vt. Stat. Ann.</i> tit. 21, § 495b(b) & (c)	Employer, employment agency, or labor organization	Employee
	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
	Vermont Workers' Compensation Act	<i>Vt. Stat. Ann.</i> tit. 21, § 710(d)	<i>Vt. Stat. Ann.</i> tit. 21, §§ 495b(b) & 710(f)	Employer	Individual
	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	Smoking in the Workplace	<i>Vt. Stat. Ann.</i> tit. 18, § 1427(a)	<i>Vt. Stat. Ann.</i> tit. 18, § 1427(b)	Employer	Employee
	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	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 for any communication made, or information disclosed, to aid the Ombudsman's office

Source: Compiled by CRS using West's *Vermont Statutes Annotated* and the Vermont session laws available on Westlaw. February 2024.

Notes:

- a. Vermont False Claims Act qui tam provisions: *Vt. Stat. Ann.* tit. 32, §§ 632, 633 & 635.

Table 47. Virginia

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Beer Franchise Act	<i>Va. Code Ann.</i> § 4.1-512	<i>Va. Code Ann.</i> §§ 4.1-508 to 4.1-509	Brewery	Wholesaler
	Wine Franchise Act	<i>Va. Code Ann.</i> § 4.1-413	<i>Va. Code Ann.</i> §§ 4.1-409 to 4.1-410	Winery	Wholesaler
Crime and Law Enforcement	Law-Enforcement Officer Conduct During an Arrest or Detention	<i>Va. Code Ann.</i> § 19.2-83.6(B)	No Statute Identified	Employing agency	Law-enforcement officer
False Claims	Virginia Fraud Against Taxpayers Act ^a	<i>Va. Code Ann.</i> § 8.01-216.3. Para. 6	<i>Va. Code Ann.</i> § 8.01-216.8. Para. 6	Not Identified	Employee, contractor, or agent
Government	Fraud and Abuse Whistle Blower Protection Act	<i>Va. Code Ann.</i> §§ 2.2-3010.1(A) & 2.2-3011(A) & (B)	<i>Va. Code Ann.</i> §§ 2.2-3010.1(C), 2.2-3011(D) & 2.2-3012	Governmental agency, employer (public)	Citizen whistleblower, whistleblower
	Local Government Employees	<i>Va. Code Ann.</i> § 15.2-1512.4	No Statute Identified	Not Identified	Local employee (public)
	State and Local Government Conflict of Interests Act	<i>Va. Code Ann.</i> § 2.2-3103(10)	No Statute Identified	Officer or employee of a state or local governmental or advisory agency	Person
	State Officers and Employees	<i>Va. Code Ann.</i> § 2.2-2832(A)	<i>Va. Code Ann.</i> § 2.2-2832(C)	Officer or employee of a state agency	Person
Healthcare	Virginia Personnel Act	<i>Va. Code Ann.</i> § 2.2-2902.1	<i>Va. Code Ann.</i> § 2.2-3004	Not Identified	State employee
	Hospital and Nursing Home Licensure and Inspection	<i>Va. Code Ann.</i> § 32.1-125.4	No Statute Identified	Hospital	Person
	Medical Malpractice	<i>Va. Code Ann.</i> § 8.01-581.17(H)	No Statute Identified	Employer	Employee
Housing	Manufactured Home Lot Rental Act	<i>Va. Code Ann.</i> § 55.1-1314(A)	<i>Va. Code Ann.</i> § 55.1-1318	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
Labor and Employment	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Organ Donation Leave	<i>Va. Code Ann.</i> § 40.1-33.11	<i>Va. Code Ann.</i> § 40.1-33.12	Employer	Employee
	Paid Sick Leave	<i>Va. Code Ann.</i> § 40.1-33.6	No Statute Identified	Employer	Employee
	Pay Transparency	<i>Va. Code Ann.</i> § 40.1-28.7:9(A)	No Statute Identified	Employer	Employee
	Virginia Human Rights Act	<i>Va. Code Ann.</i> § 2.2-3905(7)	<i>Va. Code Ann.</i> §§ 2.2-3907 & 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
	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
	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
	Worker Misclassification	<i>Va. Code Ann.</i> § 40.1-33.1(A)	<i>Va. Code Ann.</i> § 40.1-33.1(C) & (D)	Employer	Employee or independent contractor
	Workers' Compensation	<i>Va. Code Ann.</i> § 65.2-308(A)	<i>Va. Code Ann.</i> § 65.2-308(B)	Employer	Employee
	Asbestos, Lead, and Home Inspection Contractors and Workers	<i>Va. Code Ann.</i> § 54.1- 515	No Statute Identified	Employer	Employee
	Protection of Employees	<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	Continuing Care Providers	<i>Va. Code Ann.</i> § 38.2-4910(A)	No Statute Identified	Not Identified	Residents
	Early Childhood Care and Education	<i>Va. Code Ann.</i> § 22.1-289.045	No Statute Identified	Child day program or family day system	Person
	State Long-Term Care Ombudsman Program	<i>Va. Code Ann.</i> § 51.5-183(B)	No Statute Identified	Provider, entity, or person	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Licensure and Registration Procedures	<i>Va. Code Ann.</i> §§ 63.2-1730 to 63.2-1731	No Statute Identified	Assisted living facility, adult day care center or child welfare agency	Person
	Nursing Homes	<i>Va. Code Ann.</i> § 32.1-138.4	No Statute Identified	Nursing Facility	Person

Source: Compiled by CRS using *West's Annotated Code of Virginia* and the Virginia session laws available on Westlaw. February 2024.

Notes:

- a. Virginia Fraud Against Taxpayers Act qui tam provisions: *Va. Code Ann.* §§ 8.01-216.5 to 8.01-216.7.

Table 48. Washington

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Agriculture and Food	Farm Labor Contractors	<i>Wash. Rev. Code Ann.</i> § 19.30.190	No Statute Identified	Farm labor contractor or agricultural employer	Employee
Arts and Culture	Symphony Musicians				
	Unfair labor practices-employers	<i>Wash. Rev. Code Ann.</i> § 49.39.120(3)	No Statute Identified	Employer	Symphony musician
	Unfair labor practices-bargaining representative	<i>Wash. Rev. Code Ann.</i> § 49.39.130(3)	No Statute Identified	Bargaining representative	Symphony musician
Civil Rights, Human Rights	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	Employer, employment agency, labor union, person, government agency, government manager, government supervisor	Person or whistleblower
Crime and Law Enforcement	Office of Corrections Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.06C.070(2)	No Statute Identified	Not Identified	Department employee, subcontractor, or volunteer, an inmate, or a family member or representative of an inmate
	Washington Mutual Aid Peace Officers Powers Act	<i>Wash. Rev. Code Ann.</i> § 10.93.190(3)	No Statute Identified	Member of a law enforcement agency	Peace officer
Education	Collective Bargaining for Academic Personnel in Community Colleges	<i>Wash. Rev. Code Ann.</i> § 28B.52.073	No Statute Identified	Employer or employee organization	Employee
	Educational Employment Relations Act	<i>Wash. Rev. Code Ann.</i> § 41.59.140(1)(d)	No Statute Identified	Employer	Employee
	Public Four-Year Institutions of Higher Education-Faculty Labor Relations	<i>Wash. Rev. Code Ann.</i> § 41.76.050(1)(d)	No Statute Identified	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Office of the Education Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.06B.030(2)	No Statute Identified	School district, Office of the Superintendent of Public Instruction, or the State Board of Education	Student or employee
False Claims	Health Care False Claim Act ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
	Medicaid Fraud False Claims Act ^b	<i>Wash. Rev. Code Ann.</i> § 74.66.090(1)	<i>Wash. Rev. Code Ann.</i> § 74.66.090(2) & (3)	Not Identified	Employee, contractor, or agent.
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	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)
	Legislative Employee Collective Bargaining	<i>Wash. Rev. Code Ann.</i> § 44.90.080(1)(d) & (2)(c) ^c	No Statute Identified	Employer (public) or employee organization	Employee
	Local Government Whistleblower Protection	<i>Wash. Rev. Code Ann.</i> §§ 42.41.040(1) & 42.41.045(1)	<i>Wash. Rev. Code Ann.</i> §§ 42.41.040(2) to (9)	Local government official or employee (public)	Local government employee (public)
	State Collective Bargaining	<i>Wash. Rev. Code Ann.</i> § 41.80.110(1)(d) & (2)(c)	No Statute Identified	Employer (public) or employee organization	Employee (public)
	State Employee Whistleblower Protection	<i>Wash. Rev. Code Ann.</i> § 42.40.030(1)	<i>Wash. Rev. Code Ann.</i> § 42.40.050	Employee (public)	Individual
Healthcare	Abuse of Patients	<i>Wash. Rev. Code Ann.</i> §§ 70.124.060(1) & 70.124.100(1)	<i>Wash. Rev. Code Ann.</i> §§ 70.124.100(1) & tit. 49, ch. 60	Not Identified	Employee
	Enhanced Services Facility	<i>Wash. Rev. Code Ann.</i> § 70.97.100(5)	No Statute Identified	Facility	Resident or employee
	Health Care Providers	<i>Wash. Rev. Code Ann.</i> § 43.70.075(1)(c) & (d)	<i>Wash. Rev. Code Ann.</i> §§ 43.70.075(1)(c) & (d) & tit. 49, ch. 60	Health care provider or health care facility	Whistleblower (consumer, employee, health care professional, health care provider, member of a medical staff at a health care facility)

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Medical Care	<i>Wash. Rev. Code Ann.</i> § 74.09.315(2)	<i>Wash. Rev. Code Ann.</i> §§ 74.09.315(2) & tit. 49, ch. 60	Not Identified	Whistleblower (employee)
	Nurse Staffing	<i>Wash. Rev. Code Ann.</i> § 70.41.420(9)(b)	No Statute Identified	Hospital	Employee, patient, individual
	Nursing Assistants	<i>Wash. Rev. Code Ann.</i> § 18.88A.230(2)	No Statute Identified	Community-based care or in-home services agency	Person
	Manufactured/Mobile Home Landlord-Tenant Act	<i>Wash. Rev. Code Ann.</i> § 59.20.070(5)	No Statute Identified	Landlord	Tenant
	Residential Landlord-Tenant Act	<i>Wash. Rev. Code Ann.</i> § 59.18.240	<i>Wash. Rev. Code Ann.</i> § 59.18.250	Landlord	Tenant
Labor and Employment	Domestic Violence Leave	<i>Wash. Rev. Code Ann.</i> § 49.76.120	<i>Wash. Rev. Code Ann.</i> § 49.76.100	Employer	Employee
	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) & tit. 49, ch. 60	Not Identified	Employee
	Industrial Insurance				
	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)	51.48.025	Not Identified	Employee
	Nondisclosure and Nondisparagement Provisions	<i>Wash. Rev. Code Ann.</i> § 49.44.211(3)	<i>Wash. Rev. Code Ann.</i> § 49.44.211(7)	Employer	Employee
	Washington Family Care Act	<i>Wash. Rev. Code Ann.</i> § 49.12.287	No Statute Identified	Employer	Employee
	Industrial Welfare	<i>Wash. Rev. Code Ann.</i> § 49.12.130	No Statute Identified	Employer	Employee
	Warehouse Distribution Centers	<i>Wash. Rev. Code Ann.</i> § 49.84.040(1) ^d	<i>Wash. Rev. Code Ann.</i> § 49.84.045(1), (7)	Person, employer, his or her agent, person acting as or on behalf of a hiring	Employee or former employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
				entity, the officer or agent of any entity, business, corporation, partnership, or limited liability company	
	Washington Equal Pay and Opportunities Act	Wash. Rev. Code Ann. § 49.58.050	Wash. Rev. Code Ann. § 49.58.070	Employer	Employee
	Washington Minimum Wage Act	Wash. Rev. Code Ann. § 49.46.100(2)	No Statute Identified	Employer	Employee
	Washington Paid Family and Medical Leave Act	Wash. Rev. Code Ann. § 50A.40.010(2)	Wash. Rev. Code Ann. §§ 50A.40.030 to 50A.40.040	Person	Employee
Military	Military Family Leave Act	Wash. Rev. Code Ann. § 49.77.040	Wash. Rev. Code Ann. § 49.77.070	Employer	Individual
	Nondiscrimination for Veterans and Service Members	Wash. Rev. Code Ann. § 73.16.032(2)	Wash. Rev. Code Ann. § 73.16.061(2)	Employer	Person
Occupational Health and Safety	Asbestos	Wash. Rev. Code Ann. § 49.26.150	Wash. Rev. Code Ann. §§ 49.26.150 & tit. 49, ch. 17		Employee
	Washington Industrial Safety and Health Act	Wash. Rev. Code Ann. § 49.17.160(1)	Wash. Rev. Code Ann. § 49.17.160(2)-(10)	Person	Employee
	Washington Industrial Safety and Health Act	Wash. Rev. Code Ann. § 49.17.490(8)	Wash. Rev. Code Ann. § 49.17.160	Staffing agency	Staffing agency employee
Safety, Protection, and Care for Vulnerable Groups	Abuse of Vulnerable Adults	Wash. Rev. Code Ann. § 74.34.180(1)	Wash. Rev. Code Ann. §§ 74.34.180(1) & tit. 49, ch. 60	Not Identified	Employee or contractor
	Adult Family Homes	Wash. Rev. Code Ann. § 70.128.200(3)	No Statute Identified	Adult Family Home	Resident
	Assisted Living Facilities	Wash. Rev. Code Ann. § 18.20.185(7)	No Statute Identified	Facility	Resident, employee, or person
	Developmental Disabilities	Wash. Rev. Code Ann. § 71A.26.030(6)(b)	No Statute Identified	Department of Social and Health Services or providers	Client

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Developmental Disabilities Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.382.070(2)	No Statute Identified	Department of Social and Health Services, Department of Commerce, contracting agency	Employee or employee of a contracting agency
	Foster Parents	<i>Wash. Rev. Code Ann.</i> § 74.13.333(1)	<i>Wash. Rev. Code Ann.</i> § 74.13.333	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)	No Statute Identified	Not Identified	Employee of a facility or agency, patient, resident, client, or volunteer
	Long Term Care Services	<i>Wash. Rev. Code Ann.</i> § 74.39A.060(7)	No Statute Identified	Facility that provides long-term care services	Resident, employee, or any other person on
	Nursing Homes	<i>Wash. Rev. Code Ann.</i> § 18.51.220	No Statute Identified	Licensee	Patient or employee
	Nursing Homes	<i>Wash. Rev. Code Ann.</i> § 74.42.050(2)	No Statute Identified	Facility	Resident
	Office of Behavioral Health Consumer Advocacy	<i>Wash. Rev. Code Ann.</i> § 71.40.120(2)	No Statute Identified	Behavioral health provider or facility	Employee or volunteer
	Office of the Family and Children's Ombuds	<i>Wash. Rev. Code Ann.</i> § 43.06A.085	No Statute Identified	Department of Children, Youth, and Families or contracting agency	Employee of the department or an employee of a contracting agency
Transportation	Marine Employees Public Employment Relations	<i>Wash. Rev. Code Ann.</i> § 47.64.130(1(d))	No Statute Identified	Employer	Employee
	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

Source: Compiled by CRS using *West's Revised Code of Washington Annotated* and the Washington session laws available on Westlaw. February 2024.

Notes:

- a. Washington's Health Care False Claim Act: *Wash. Rev. Code Ann.* §§ 48.80.010 to 48.80.060.
- b. Washington's Medicaid Fraud False Claims Act qui tam provisions: *Wash. Rev. Code Ann.* §§ 74.66.050 to 74.66.080.

- c. Effective May 1, 2024.
- d. Effective July 1, 2024.

Table 49. West Virginia

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Civil Rights, Human Rights	West Virginia Human Rights Act	W. Va. Code. Ann. § 5-11-9(7)(C)	W. Va. Code. Ann. § 5-11-10 to 5-11-13	Person, employer, employment agency, labor organization, owner, real estate broker, real estate salesman or financial institution	Person
Crime and Law Enforcement	Federal Immigration Enforcement	W. Va. Code Ann. § 15-16-8(a)	W. Va. Code Ann. §§ 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	W. Va. Code Ann. § 15A-12-5(e) & (f)	No Statute Identified	Not Identified	Person
Environment and Natural Resources	Surface Coal Mining and Reclamation Act	W. Va. Code Ann. § 22-3-31(b)	W. Va. Code Ann. § 22-3-31(c) to (e)	Person	Employee or authorized representative of employees
False Claims	Fraud and Abuse in the Medicaid Program ^a	No Statute Identified	No Statute Identified	Not Identified	Not Identified
Government	Equal Pay for Equal Work for State Employees	W. Va. Code Ann. § 21-5E-3(d)	W. Va. Code Ann. § 21-5E-4	Employer (public)	Employee (public)
	West Virginia Public Employees Grievance Procedure	W. Va. Code Ann. § 6C-2-3(h)	W. Va. Code Ann. § 6C-2-3	Employer (public)	Grievant or other participant
	Whistle-blower Law	W. Va. Code Ann. § 6C-1-3	W. Va. Code Ann. §§ 6C-1-4 to 6C-1-5	Employer (public)	Employee (public)
Healthcare	Patient Safety Act of 2001	W. Va. Code, § 16-39-4(a)	W. Va. Code Ann. § 16-39-4	Person	Health care worker
Housing	House Trailers, Mobile Homes, Manufactured Homes and Modular Homes	W. Va. Code Ann. § 37-15-7(a)	No Statute Identified	Landlord	Tenant
Labor and Employment	Equal Pay for Equal Work	W. Va. Code Ann. § 21-5B-3(3)	W. Va. Code Ann. § 21-5B-4	Employer	Employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Occupational Health and Safety	Labor-Management Relations Act for the Private Sector	W. Va. Code Ann. § 21-1A-4(a)(4)	W. Va. Code Ann. § 21-1A-6	Employer	Employee
	Minimum Wage and Maximum Hours Standards	W. Va. Code Ann. § 21-5C-7(a)	W. Va. Code Ann. § 21-5C-8	Employer	Employee
	Pregnant Workers' Fairness Act	W. Va. Code, § 5-11B-3(b)	W. Va. Code, § 5-11B-3	Person	Individual
	Asbestos Abatement	W. Va. Code Ann. § 16-32-14(a)	No Statute Identified	Employer	Employee
	Miners' Health, Safety and Training	W. Va. Code Ann. § 22A-1-22(a)	W. Va. Code Ann. § 22A-1-22(b)	Person	Any miner or authorized representative of miners
Safety, Protection, and Care for Vulnerable Groups	Occupational Safety and Health Act	W. Va. Code Ann. § 21-3A-1(a)	W. Va. Code Ann. § 21-3A-1(b)	Employer	Employee
	Assisted Living Residences	W. Va. Code Ann. § 16-5D-8(c)	W. Va. Code Ann. § 16-5D-15	Assisted living residence	Resident or employee
	Foster Care Ombudsman Program	W. Va. Code Ann. § 49-9-109(b)	No Statute Identified	Individual	Foster child, foster parent, or kinship parent
	Nursing Homes	W. Va. Code Ann. § 16-5C-8(c)	W. Va. Code Ann. § 16-5C-15	Nursing home	Resident, legal representative, or employee
	Residential Care Communities	W. Va. Code Ann. § 16-5N-8	W. Va. Code Ann. §§ 16-5N-8 & 16-5N-15	Residential care community	Employee or resident
	Social Services for Adults	W. Va. Code Ann. § 9-6-12(b)	No Statute Identified	Nursing home	Resident, family member, legal representative or employee
	Special Protections for Disabled Children Act of 2022	W. Va. Code, § 61-8F-5(c)	No Statute Identified	Person	Person in a position of trust in relation to a disabled child
	West Virginia Long-Term Care Ombudsman Program Act	W. Va. Code Ann. § 16-5L-18(b)	No Statute Identified	Individual	Officer or employee of a long-term care facility or government department or agency, resident of a

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Transportation	Public Service Commission				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
	Locomotive power units	W. Va. Code Ann. § 24-3-1b(c)	W. Va. Code Ann. § 24-4-7	Not Identified	Person
	Telemetry systems	W. Va. Code Ann. § 24-3-1a(e)	W. Va. Code Ann. § 24-4-7	Not Identified	Person

Source: Compiled by CRS using *West's Annotated Code of West Virginia* and West Virginia session laws available on Westlaw. February 2024.

Notes:

- a. West Virginia's statutes concerning Fraud and Abuse in the Medicaid Program: *W. Va. Code Ann.* §§ 9-7-1 to 9-7-9.

Table 50. Wisconsin

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Crime and Law Enforcement	Law Enforcement Use of Force	<i>Wis. Stat. Ann.</i> § 175.44(5)	No Statute Identified	Not Identified	Law enforcement officer
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
Government	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 (public)	Person
	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)
	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)
Healthcare	Health Care Worker Protection	<i>Wis. Stat. Ann.</i> § 146.997(3)	<i>Wis. Stat. Ann.</i> §§ 146.997(4) & 111.322(2m)	Health care facility or health care provider, or employee of a health care facility or health care provider	Person
	Rural Medical Centers	<i>Wis. Stat. Ann.</i> § 50.54(2)(b)	No Statute Identified	Person	Patient or rural medical center employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
Housing	Landlord and Tenant	<i>Wis. Stat. Ann.</i> § 704.45(1)	No Statute Identified	Landlord	Tenant
Labor and Employment	Bone Marrow and Organ Donation Leave	<i>Wis. Stat. Ann.</i> §§ 103.11(11) & 111.322(2m)	<i>Wis. Stat. Ann.</i> §§ 103.11(12) to (13)	Person	Individual
	Emergency Responder Leave	<i>Wis. Stat. Ann.</i> § 103.88(4)	<i>Wis. Stat. Ann.</i> § 103.88(4)	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
	Employee Records	<i>Wis. Stat. Ann.</i> §§ 103.13(7m)	<i>Wis. Stat. Ann.</i> §§ 111.322(2m) & 111.39	Not Identified	Individual
	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
	Employment Peace Act	<i>Wis. Stat. Ann.</i> § 111.06(1)(h)	<i>Wis. Stat. Ann.</i> § 111.07	Employer	Employee
	Family or Medical Leave	<i>Wis. Stat. Ann.</i> §§ 103.10(11) & 111.322(2m)	<i>Wis. Stat. Ann.</i> § 103.10(12) & (13)	Person	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
	Hours of Labor	<i>Wis. Stat. Ann.</i> §§ 103.02 & 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	Minimum Wage Law	<i>Wis. Stat. Ann.</i> §§ 104.10, 104.12 & 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	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

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Public Employee Safety and Health	<i>Wis. Stat. Ann.</i> § 101.055(8)	<i>Wis. Stat. Ann.</i> § 101.055(8)	Public Employer	Public employee
	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
	Unemployment Insurance	<i>Wis. Stat. Ann.</i> § 108.24(3)(a)(4)	No Statute Identified	Whoever	Individual
	Wage Deductions for Faulty Workmanship	<i>Wis. Stat. Ann.</i> §§ 103.455 & 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	Wage Payments				
	Cessation of health care benefits affecting employees, retirees and dependents	<i>Wis. Stat. Ann.</i> §§ 109.075(8) & 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	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
	Wisconsin Fair Employment Law				
	Discriminatory actions prohibited	<i>Wis. Stat. Ann.</i> § 111.322(2m)	<i>Wis. Stat. Ann.</i> § 111.39	Employer	Individual
	Sex, sexual orientation	<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
	Sex, 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	Person

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
				agency, licensing agency, or other person	
	Wisconsin Family and Medical Leave Act	Wis. Stat. Ann. §§ 103.10(11) & 111.322(2m)	Wis. Stat. Ann. § 103.10(13)(b)	Person	Individual
	Wisconsin Migrant Labor Act	Wis. Stat. Ann. § 103.96(1)	Wis. Stat. Ann. § 103.96(2)	Employer or migrant labor contractor	Migrant worker
Military	Rights of Service Members	Wis. Stat. Ann. § 321.65(7)(c)	Wis. Stat. Ann. § 321.65(7)(a) & (d)	Employer	Person
	Rights of Service Members	Wis. Stat. Ann. § 321.66(4)(b)	Wis. Stat. Ann. § 321.66(5)	Employer or person	Employee
	Wisconsin Code of Military Justice	Wis. Stat. Ann. § 322.1325 (art. 132a)	No Statute Identified	Person	Person
Occupational Health and Safety	Employees' Right to Know Law	Wis. Stat. Ann. § 101.595(2)	Wis. Stat. Ann. § 101.599	Employer or agricultural employer	Employee
	Public Employee Health and Safety Law	Wis. Stat. Ann. § 101.055(8)(ar)	Wis. Stat. Ann. § 101.055(8)(b) & (c)	Public employer	Public employee
Safety, Protection, and Care for Vulnerable Groups	Child Abuse Reports	Wis. Stat. Ann. § 48.981(2)(e)	No Statute Identified	Not Identified	Person
	Board on Aging and Long-Term Care	Wis. Stat. Ann. § 16.009(5)(a)	Wis. Stat. Ann. § 16.009(5)(d) & (e)	Person	Person
	Care and Service Residential Facilities	Wis. Stat. Ann. §§ 50.07(1)(e), (em) & 50.09(1)(b)	Wis. Stat. Ann. § 50.07(3)	Person	Resident or employee
	Community Based Residential Facilities	Wis. Stat. Ann. § 50.03(1(2)(f)(2)	Statute Not Identified	Not Identified	Individual
	Elder Abuse Reporting System	Wis. Stat. Ann. § 46.90(4)(b)	Wis. Stat. Ann. § 46.90(9)	Person	Person or individual
	Protective Services System	Wis. Stat. Ann. § 55.043(1m)(c)(1)	Wis. Stat. Ann. § 55.043(1m)(c)(2), (9m)	Person	Person
	State Alcohol, Drug Abuse, Developmental	Wis. Stat. Ann. § 51.61(5)(d)	Wis. Stat. Ann. § 51.61(7)	Person	Patient or employee

Subject	Statute	Anti-Retaliation Provision	Retaliation Remedy Provision	Prohibits Retaliation From	Protects From Retaliation
	Disabilities and Mental Health Act				

Source: Compiled by CRS using *West's Wisconsin Statutes Annotated* and Wisconsin session laws available on Westlaw. February 2024.

Table 51. Wyoming

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

Source: Compiled by CRS using West's *Wyoming Statutes Annotated* and Wyoming session laws available on Westlaw. January 2024.

Notes:

- a. Wyoming Medicaid False Claims Act: Wyo. Stat. Ann. §§ 42-4-301 to § 42-4-306.