

# THE PHILADELPHIA PARKING AUTHORITY

## WHISTLEBLOWER POLICY

**1. PURPOSE.** This document establishes policy, responsibilities, and procedures for the immediate and continuing notification of Philadelphia Parking Authority (“Authority”) employees about the protections and obligations under the *Whistleblower Law, Act 1986-169 as amended by Act 2014-87*, 43 P.S. §1421 *et seq.*

### 2. DEFINITIONS.

**Appropriate Authority.** A Federal, State or local government body, agency or organization having jurisdiction over criminal law enforcement, regulatory violations, professional conduct or ethics, or waste; or a member, officer, agent, representative or supervisory employee of the Authority. The term includes, but is not limited to, the Office of Inspector General, the Office of Attorney General, the Department of the Auditor General, the Treasury Department, the General Assembly and committees of the General Assembly having the power and duty to investigate criminal law enforcement, regulatory violations, professional conduct or ethics, or waste.

**Good Faith Report.** A report of conduct defined in the *Whistleblower Law* as “wrongdoing” or “waste” which is made without malice or consideration of personal benefit and which the person making the report has reasonable cause to believe is true. An Authority is not barred from taking disciplinary action against the employee who completed the report if the employee’s report was submitted in bad faith.

**Waste.** Conduct or omission of the Authority or its officers, employees or agents which results in substantial abuse, misuse, destruction or loss of funds or resources belonging to or derived from Commonwealth or city sources.

**Whistleblower.** A person who witnesses or has evidence of wrongdoing or waste while employed and who makes a good faith report of the wrongdoing or waste, verbally or in writing, to one of the person’s superiors, to an agent of the Authority or to an appropriate authority.

**Wrongdoing.** A violation which is not of a merely technical or minimal nature of a Federal or State statute or regulation, of a political subdivision ordinance or regulation or of a code of conduct or ethics designed to protect the interest of the public or the Authority.

**3. POLICY.** *The Act of December 12, 1986, as amended (P.L. 1559 No. 169, 43 P.S. §§1421–1428), known as the Whistleblower Law, provides legal protections to public employees who report, in good faith, wrongdoing or waste to their employer or to an appropriate authority. The Whistleblower Law stipulates that:*

(a) Employers may not discharge, threaten, or otherwise engage in employment discrimination against an employee because the employee:

i. Reports, in good faith, an instance of wrongdoing or waste to the employer or to an appropriate authority.

