

**SPECIAL MESSAGE FROM THE ACTING DIRECTOR
SUPPLEMENT TO CHANGE CAST #8**

July 25, 2012

As you may be aware, some employees have raised questions about my recent ChangeCast #8, “Choices and Consequences.” The goal of the ChangeCast program is to strengthen and improve ATF. ChangeCast #8 focused on the need for accountability at all levels of ATF – from senior management to the most junior employees. One of the main employee concerns expressed to me since my appointment has been the lack of accountability for those who do not abide by the rules. ChangeCast #8 specifically addressed employee concerns about accountability.

Let me reiterate, however, that ATF orders requiring all employees to report through the chain of command as to daily duties and responsibilities do not override the Whistleblower Protection Act, 5 U.S.C, 2302(b)(8), which prohibits personnel actions taken because of protected disclosures. “Protected disclosures” include disclosures of information by an employee or applicant which the employee or applicant reasonably believes evidence a violation of any law, rule, or regulation, or gross mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety. ChangeCast #8 was not intended in any way to discourage disclosures covered by the Whistleblower Protection Act or imply that employees would be disciplined for making such protected disclosures.

A previous message addressing these protections was posted on the ATF Web Portal on May 2, 2012, and may be found at this link: [Supplemental Message to All Employees on Disclosure Policy](#).