Form C1-2. Whistleblower Reprisal Complaint Following a UAP Disclosure

> **Instructions page. Delete this page before use.** Sample template for use by or with a licensed attorney. Not legal advice. Laws differ by jurisdiction and change; adapt the document to your facts and check every citation before relying on it. Version 1.10, October 2026. Legal information, not legal advice. Published by the Emergent Frontiers Institute (NHI Law is not a law firm). Citations checked in October 2026; check every citation before relying on it. Web version: https://nhilaw.com/forms/c1-2.html

Complainant	File with	Authority	Deadlines
IC employee (clearance or personnel action)	Employing agency IG, then ICIG External Review Panel	50 U.S.C. §§3234, 3341(j); PPD-19; 50 U.S.C. §3373b(b)(2)	Clearance action: agency appeal within 90 days of notice; DNI appeal within 60 days of the final agency decision (§3341(j)). Personnel action: agency and ICIG procedures
Service member	DoD IG or service IG	10 U.S.C. §1034; §3373b(b)(2)	IG need not investigate a complaint made more than one year after the member learned of the action (§1034(c)(5))
Federal civilian (non-IC)	Office of Special Counsel (then MSPB IRA appeal)	5 U.S.C. §§1214, 1221, 2302(b)(8)-(9); §3373b(b)(2)	MSPB IRA appeal within 65 days after OSC's closure letter, or after 120 days with no OSC decision (5 C.F.R. §1209.5)
DoD/NASA/Coast Guard contractor employee	DoD IG (or NASA IG)	10 U.S.C. §4701; §3373b(b)(2)	Complaint within 3 years of the reprisal; district court action after 210 days without relief, filed within 2 years after exhaustion
Civilian-agency contractor employee	Agency IG	41 U.S.C. §4712 (not for IC matters); §3373b(b)	Complaint within 3 years of the reprisal;

Complainant	File with	Authority	Deadlines
		(2)	district court action after 210 days without relief, filed within 2 years after exhaustion

Calendar the earliest deadline that could apply the day the adverse action is known. Section 3373b(b)(2) sets no filing period of its own, so the deadline of the forum used governs.

When to use. A complaint of reprisal after a UAP disclosure. **Not for:** Disputes over clearance merits unrelated to a disclosure.

Deadlines. See the table; the shortest periods are the 60- and 90-day clearance appeals and the 65-day MSPB appeal.

[Complainant name, contact; counsel]

[Date]

[Inspector General / Office of Special Counsel]
[Address / hotline portal]

Re: Complaint of reprisal for protected disclosures concerning unidentified anomalous phenomena

1. Complainant. [Name], [position, agency or contractor, dates], [clearance level if relevant].

2. Protected disclosures.
(a) On [date], Complainant made an authorized disclosure under 50 U.S.C. §3373b through AARO's mechanism for authorized reporting, to [recipient]. [Attach AARO's written acknowledgment, if any.]
(b) [On [date], Complainant disclosed to [IG / committee through ICIG / OSC] information that Complainant reasonably believed evidenced [a violation of law, rule, or regulation, e.g., concealment from Congress of a program required to be reported under 50 U.S.C. §3373 or 10 U.S.C. §119; spending in violation of Pub. L. No. 118-31, §1687; destruction of records in violation of Pub. L. No. 118-31, §1842(a)(2)(A); gross mismanagement; abuse of authority].]
(c) [On [date], Complainant communicated with official PURSUE representatives under the Department of War's September 14, 2026 waiver.]

3. Knowledge. The officials who took the actions below knew of the disclosures because [facts: notification, timing, statements, circulation of information].

4. Personnel and clearance actions. After the disclosures, the following actions were taken or threatened: [list with dates and officials: suspension or revocation of clearance or access; removal from a program; reassignment; negative evaluation; non-selection; termination; contract or task-order removal; referral for psychiatric evaluation; investigation].

5. Causation. The actions were taken because of the disclosures, as shown by [timing; departure from procedures; statements; disparate treatment of comparators; absence of prior concerns].

6. Legal basis. These actions violate 50 U.S.C. §3373b(b)(2), which prohibits any federal or contractor official from taking or threatening a personnel action in reprisal for an authorized UAP disclosure, and [50 U.S.C. §3234 / §3341(j) / 10 U.S.C. §1034 / 5 U.S.C. §2302(b)(8)-(9) / 10 U.S.C. §4701].

7. Relief requested. Investigation; restoration of clearance and access [§3341(j) remedies]; reinstatement; back pay; correction of records; compensatory damages and fees where authorized; and discipline of responsible officials.

8. Classified information. Complainant can provide classified details through a secure channel and requests that the investigating office arrange one.

9. Prior filings. [List other complaints, OSC filings, EEO complaints, or PPD-19 requests, with dates and outcomes, to show exhaustion and avoid jurisdictional problems such as those in *Akerman v. MSPB*, 2025 WL 1140194 (Fed. Cir. Apr. 15, 2025).]

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

[Signature] [Date]