

1 ENGROSSED HOUSE  
2 BILL NO. 3023

By: Humphrey of the House

3 and

4 Bullard of the Senate

5  
6 An Act relating to whistleblower protection; stating  
7 public policy; defining term; prescribing criminal  
8 punishment for certain actions; providing for  
9 incarceration; providing for imposition of fine;  
10 providing for civil cause of action; specifying  
11 recoverable damages; providing for award of attorney  
12 fees; providing for award of costs; providing for  
13 codification; and providing an effective date.

14 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

15 SECTION 1. NEW LAW A new section of law to be codified  
16 in the Oklahoma Statutes as Section 25001 of Title 74, unless there  
17 is created a duplication in numbering, reads as follows:

18 It is the public policy of this state to protect those persons  
19 disclosing wrongdoing by state agencies, political subdivisions,  
20 public trusts, and those in the private sector who have supervisory  
21 or other controls over persons in their workplace who report  
22 wrongdoing without fear or threat of retaliation. Such persons  
23 reporting wrongdoing shall be known as "whistleblowers".

24 SECTION 2. NEW LAW A new section of law to be codified  
in the Oklahoma Statutes as Section 25002 of Title 74, unless there  
is created a duplication in numbering, reads as follows:

1       A. As used in this section "retaliation" means any threat or  
2 action to terminate, demote, refusal to promote, threaten or  
3 intimidate a whistle blower who reports wrongdoing.

4       B. Any public official and/or employee, employer or employee  
5 who supervises a whistleblower that engages in an action or activity  
6 that violated public policy as defined in Section 1 of this act for  
7 reporting wrongdoing shall be guilty of a misdemeanor punishable by  
8 incarceration for up to one (1) year and a Five Thousand Dollar  
9 (\$5,000.00) fine, and liable civilly for all economic, emotional and  
10 mental anguish directly caused thereby together with punitive  
11 damages, and such person shall be prohibited from holding any public  
12 office or employment.

13       C. Any whistle blower who successfully prosecutes an action  
14 under this act shall be entitled to a reasonable attorney fee  
15 together with costs.

16       SECTION 3. This act shall become effective November 1, 2024.

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1 Passed the House of Representatives the 13th day of March, 2024.

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3 \_\_\_\_\_  
4 Presiding Officer of the House  
5 of Representatives

6 Passed the Senate the \_\_\_ day of \_\_\_\_\_, 2024.

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9 Presiding Officer of the Senate