MEMORANDUM

TO: U.S. Office of Special Counsel

FROM: Your Name, Federal Employee

SUBJECT: Prohibited Personnel Practice Complaint - Coercive Actions and Threats

I am filing this Prohibited Personnel Practice (PPP) complaint under 5 U.S.C. § 2302(b) regarding coercive actions taken by agency management. On January 30, 2025, management issued a directive requiring employees to report DEIA-related activities to [DEIAtruth@opm.gov](mailto:DEIAtruth@opm.gov) within 10 days, with explicit threats of “adverse consequences” for non-compliance.

This directive violates multiple PPP provisions:

1. Coercion (§ 2302(b)(3)): The directive coerces employees through threats of adverse action for non-compliance with politically-motivated reporting requirements.

2. Discrimination (§ 2302(b)(1)): The directive’s hostile characterization of diversity programs creates a discriminatory work environment.

3. Whistleblower Protection (§ 2302(b)(8)): The reporting requirement with threats of retaliation violates whistleblower protections guaranteed under federal law.

As a federal employee, I am entitled to work in an environment free from coercion, discrimination, and retaliation. The directive’s requirement to report colleagues’ activities under threat of adverse action creates an intimidating and hostile work environment.

I request OSC investigate this matter and take appropriate corrective action to protect federal employees from improper coercion and potential retaliation.

Sincerely, Your name Title Agency

Attach copy of directive/memo