



NATIONAL SCIENCE FOUNDATION
OFFICE OF INSPECTOR GENERAL
OFFICE OF INVESTIGATIONS

CLOSEOUT MEMORANDUM

Case Number: I-23-0049

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We investigated allegations by a former employee (Chief Executive Officer/CEO) of a non-profit organization (Organization) that the Executive Committee of the Organization's Board of Directors retaliated against him for making covered disclosures regarding violations of laws, rules, or regulations related to NSF grants. We interviewed the CEO, current and former members of the Board of Directors, current employees, one former employee, and the Organization's auditor, and reviewed documents provided by the CEO and the Organization in response to our subpoena.

Our investigation determined:

- 1) The CEO was an employee of the Organization;
- 2) The CEO made three protected disclosures to the Board of Directors and the Organization's auditor regarding violations of laws, rules, or regulations related to NSF awards;
- 3) Within 2 months of CEO's initial disclosure and the day after his disclosure to the Organization's auditor, the Board of Directors requested his immediate resignation, and later objected to his claim for unemployment benefits;
- 4) The Organization provided testimonial and written evidence that it would have requested the CEO's resignation and objected to unemployment benefits in the absence of these disclosures due to his unsatisfactory performance as CEO.

We submitted a report of our findings to NSF and shared redacted copies with the CEO and the Board of Directors. NSF reviewed the report and concluded that the Organization did not subject the CEO to a prohibited reprisal. NSF provided its decision to the CEO and the Organization.

This case is closed with no further action taken.