

"Reprisal" means to take a personnel action the result of which is adverse to an employee.

Sec. 2. Section 38-532, Arizona Revised Statutes, is amended to read:

**Prohibited personnel practice; violation; reinstatement; exceptions; civil penalty**

- A. It is a prohibited personnel practice for an employee who has control over personnel actions to take reprisal against an employee for a disclosure of information of a matter of public concern by the employee to a public body ~~which~~ THAT the employee reasonably believes evidences:
  - 1. A violation of any law.
  - 2. Mismanagement, a gross waste of monies or an abuse of authority.
  
- B. The disclosure by an employee to a public body alleging a violation of law, mismanagement, gross waste of monies or abuse of authority shall be in writing and shall contain the following information:
  - 1. The date of the disclosure.
  - 2. The name of the employee making the disclosure.
  - 3. The nature of the alleged violation of law, mismanagement, gross waste of monies or abuse of authority.
  - 4. If possible, the date or range of dates on which the alleged violation of law, mismanagement, gross waste of monies or abuse of authority occurred.
  
- C. An employee who knowingly commits a prohibited personnel practice shall be ordered by the state personnel board, a community college district governing board, a school district governing board, A CITY OR TOWN PERSONNEL BOARD or ANY other appropriate independent personnel board established or authorized pursuant to section 38-534 to pay a civil penalty of up to five thousand dollars to the state general fund, a county general fund, a community college district unrestricted general fund, ~~or~~ a school district maintenance and operation fund OR A CITY OR TOWN GENERAL FUND, whichever is appropriate. The employee who committed the prohibited personnel practice, not the governmental entity, shall pay the civil penalty. ~~Upon~~ ON a finding that an employee committed a prohibited personnel practice, the employer shall take appropriate disciplinary action including dismissal.
  
- D. An employee or former employee against whom a prohibited personnel practice is committed may recover attorney fees, costs, back pay, general and special damages and full reinstatement for any reprisal resulting from the prohibited personnel practice as determined by the court.