# SBA Policy Notice

**TO:** ALL SBA EMPLOYEES **CONTROL NO.:** 0000-1970

**SUBJECT:** Policy on Non-Retaliation Against Small Businesses **EFFECTIVE:** 11-1-2006

As part of the mission of the Office of the National Ombudsman (ONO) of the U.S. Small Business Administration (SBA) to create a fair, less burdensome regulatory enforcement environment for small business governmentwide, ONO is working with each Federal Agency to establish a policy prohibiting retaliatory actions, by its employees, against regulated entities.

This Notice states SBA's policy prohibiting retaliatory action by SBA employees against any small business. If a small business requests Ombudsman assistance on a matter, or otherwise questions or complains about SBA regulatory or enforcement actions, requirements or policies, the Agency will not retaliate in any fashion.

The SBA has important responsibilities to small businesses in carrying out its mission to protect, promote, and enhance the role of small business in the Nation's economy and is committed to maintaining an environment in which small businesses are free to challenge SBA regulatory or enforcement actions, requirements, and policies without fear of retaliation.

Our duties, as SBA employees, is to act impartially and not give preferential treatment to any private entity. SBA takes allegations of retaliation very seriously and will thoroughly investigate any allegation of retaliation and take appropriate action to correct the situation and ensure it is not repeated. SBA supports ONO's policy of referring all allegations of threats or retaliation against small businesses to the appropriate Inspector General. Any retaliatory action taken by an SBA employee against a small business will be dealt with according to SBA regulations, including 13 CFR §§ 105.206 and 208.

As an Agency, we are making many changes and seeing positive results that you have helped bring to fruition. We continue to ensure fairness and objectivity of our actions in support of America's small businesses.

Steven C. Preston
Administrator

**EXPIRES:** 11-1-2007



SBA Form 1353.1 (12-93) MS Word Edition; previous editions obsolete
Must be accompanied by SBA Form 58

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