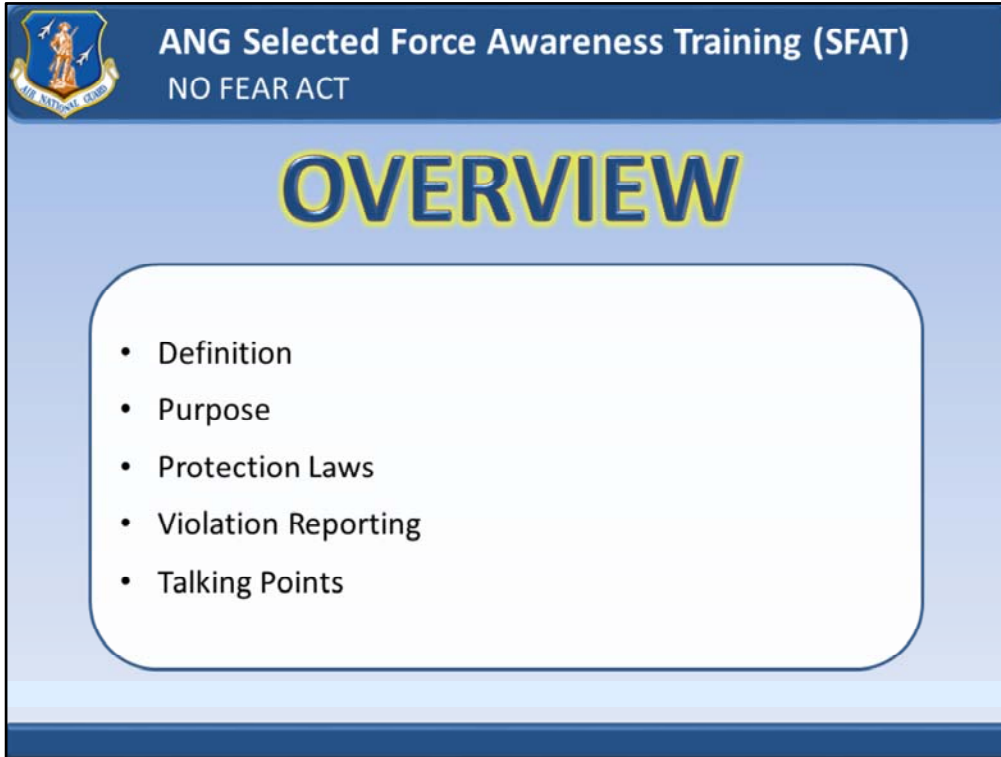


**Facilitator:** Locate information regarding local area incidents to share and discuss in the 'Let's Talk' portion, if available.

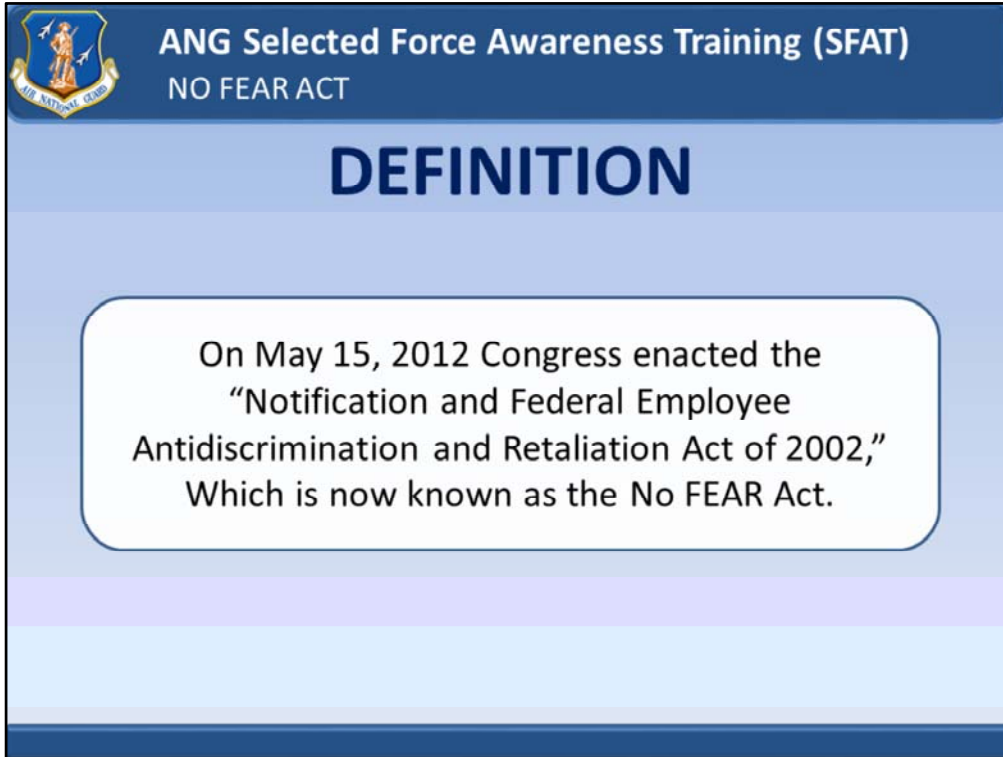
**Read:** Welcome to your No FEAR Act refresher training.



**Facilitator:** Introduce the topics to be discussed.

**Read:** We will be discussing the following topics:

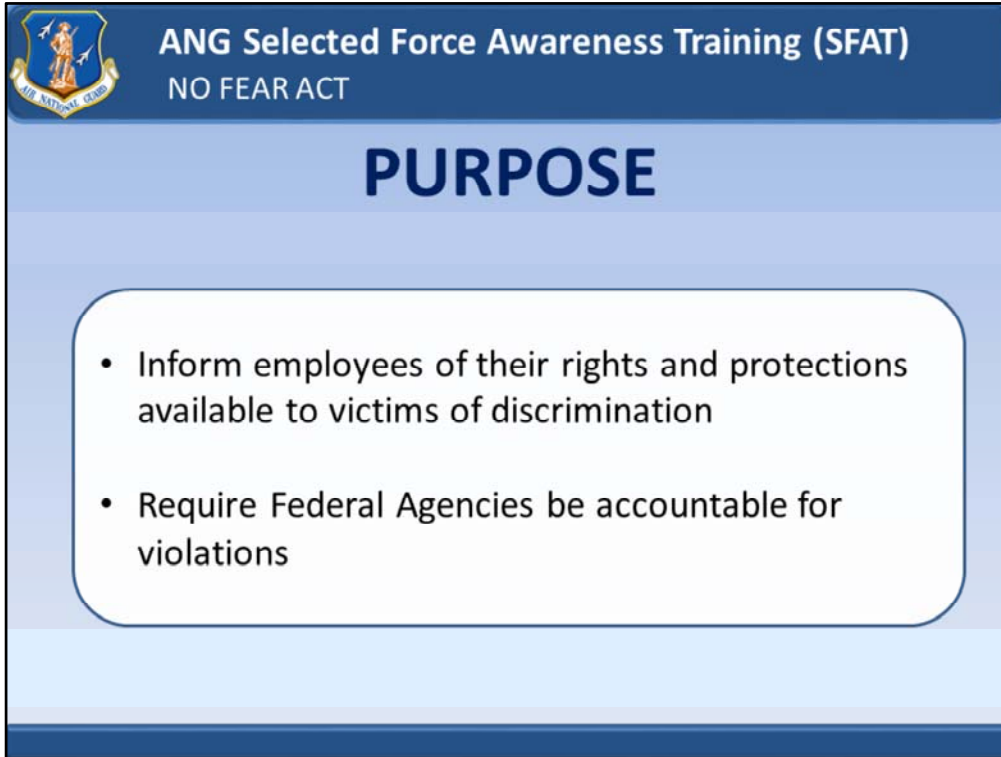
- What is the definition of the No FEAR Act?
- What is the purpose of the act?
- Who does the act protect?
- What are violations of the act?
- Commander's Talking Points



The slide features a dark blue header with the ANG logo on the left, which includes a shield with a figure and the text 'ANG NATIONAL GUARD'. To the right of the logo, the text reads 'ANG Selected Force Awareness Training (SFAT)' and 'NO FEAR ACT'. Below the header is a light blue section with the word 'DEFINITION' in large, bold, dark blue letters. A white rounded rectangle in the center contains the text: 'On May 15, 2012 Congress enacted the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002," Which is now known as the No FEAR Act.' The slide has a light blue background with horizontal bands of varying shades of blue and purple.

**Facilitator:**

**Read:** One purpose of the Act is to “require that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws.” To this end, the No FEAR Act requires that all federal agencies train employees about the rights and remedies available to them under the Antidiscrimination Laws and Whistleblower Protection Laws applicable to them.



The slide features a dark blue header with the text "ANG Selected Force Awareness Training (SFAT)" and "NO FEAR ACT" in white. On the left side of the header is the Air National Guard logo, which includes a shield with an eagle and a banner that reads "AIR NATIONAL GUARD". Below the header, the word "PURPOSE" is written in large, bold, blue capital letters. A white rounded rectangle in the center contains two bullet points: "• Inform employees of their rights and protections available to victims of discrimination" and "• Require Federal Agencies be accountable for violations". The slide has a light blue background with a darker blue footer.

**Facilitator:**

**Read:** It is the policy of the Government of the United States to provide equal opportunity in federal employment regardless of race, color, religion, sex (to include sexual harassment), age, national origin, and physical or mental disability, and to promote the full realization of equal employment opportunity through a continuing affirmative program in each executive department and agency. The policy of equal employment opportunity applies to, and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of civilian employees of the Federal Government.

There are two main purposes to the No FEAR Act. The first is to inform employees of their rights and protections under the act. Those rights include:

- Protected classes from discrimination
- Whistle blower protection

The second purpose is to require all Federal Agencies to be accountable for violations. All agencies are required to submit reports and provide information of violations.



The slide features a dark blue header with the ANG logo on the left, which includes a shield with a figure and the text 'ANG NATIONAL GUARD'. To the right of the logo, the text reads 'ANG Selected Force Awareness Training (SFAT)' and 'NO FEAR ACT' below it. The main title 'PROTECTION LAWS' is centered in large, bold, blue letters. Below the title, a white rounded rectangle contains the text 'Antidiscrimination laws protect the following 10 classes:' followed by two columns of bulleted items: Race, Color, Religion, Sex, National Origin, Age, Disability, Marital Status, Political Affiliation, and Sexual Orientation.

**Facilitator:**

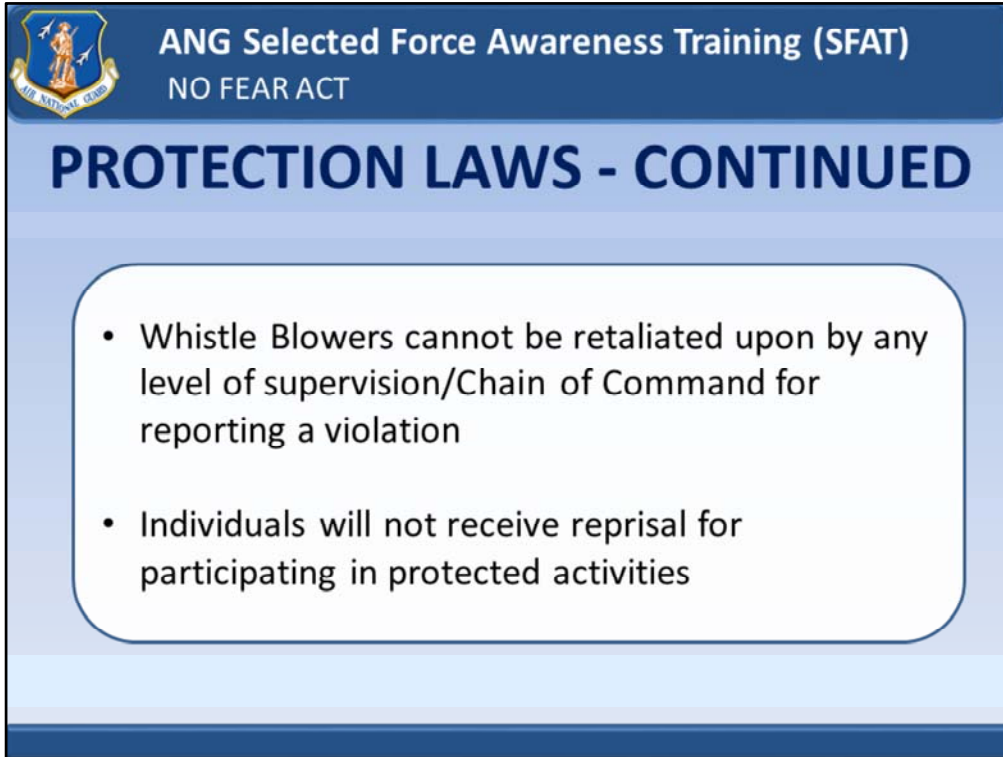
**Read:** The United States and its citizens are best served when the Federal workplace is free of discrimination and retaliation. In order to maintain a productive workplace that is fully engaged with the many important missions before the Government, Congress noted that it is essential that the rights of employees, former employees and applicants for Federal employment under Federal antidiscrimination and whistleblower protection laws be steadfastly protected. Congress also stated that agencies cannot be run effectively if those agencies practice or tolerate discrimination.

**Read:** Antidiscrimination laws protect various classes. The No FEAR ACT has 10 protected classes:

- Race
- Color
- Religion
- Sex
- National Origin
- Age
- Disability
- Marital Status
- Political Affiliation

- Sexual Orientation

Individuals cannot be discriminated based solely on these classes.



The slide features a dark blue header with the text "ANG Selected Force Awareness Training (SFAT)" and "NO FEAR ACT" in white. On the left is the Air National Guard logo. Below the header, the title "PROTECTION LAWS - CONTINUED" is displayed in large, bold, blue letters. A white rounded rectangle in the center contains two bullet points: "Whistle Blowers cannot be retaliated upon by any level of supervision/Chain of Command for reporting a violation" and "Individuals will not receive reprisal for participating in protected activities".

**Facilitator:**

**Read:** A federal employee authorized to take, direct others to take, recommend or approve any personnel action may not engage in reprisal for whistleblowing – *i.e.*, take, fail to take, or threaten to take or fail to take a personnel action with respect to any employee or applicant because of:

Any disclosure of information by the employee or applicant that he or she reasonably believes evidences:

- \* A violation of a law, rule or regulation,
- \* Gross mismanagement,
- \* Gross waste of funds,
- \* Abuse of authority, or
- \* A substantial and specific danger to public health or


safety.

If you believe that you have been the victim of whistleblower retaliation, you may file a written complaint (Form OSC-11) with the U.S. Office of Special Counsel:  
**(Provide this information to your audience)**

1730 M Street NW.  
Suite 218, Washington, DC 20036-4505

or online through the OSC Web site -- [www.osc.gov](http://www.osc.gov)





**ANG Selected Force Awareness Training (SFAT)**

## Unlawful Discrimination or Harassment

- **Anti-harassment:** Harassment includes unwelcome conduct, whether verbal, physical or visual, which creates an intimidating, offensive or hostile work environment or that unreasonably interferes with job performance.
- **Sexual Harassment:** This includes practices ranging from direct requests for sexual favors to workplace conditions that create a hostile environment for persons of either gender, including same sex harassment.

**Facilitator:**

**Read:** Harassment or unlawful discrimination of any type toward personnel in the US Air Force will not be tolerated. It is essential we treat all individuals fairly with dignity and respect. All personnel have the right to perform to his or her full potential and not be discriminated against because of race, color, sex, religion, national origin, sexual orientation, and age.


Sexual Harassment deserves special mention. Sexual harassment includes one or more unwelcome sexual advances, request for sexual favors, or other unwelcome physical, verbal or visual conduct of a sexual nature where:

(1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of employment;

(2) submission to or rejection of such conduct by an individual is used as a basis for career or employment decisions affecting that individual; or

(3) such conduct has the purpose or effect of unreasonably interfering with a reasonable individual's work performance or creates an intimidating, hostile or

offensive work environment.



ANG Selected Force Awareness Training (SFAT)

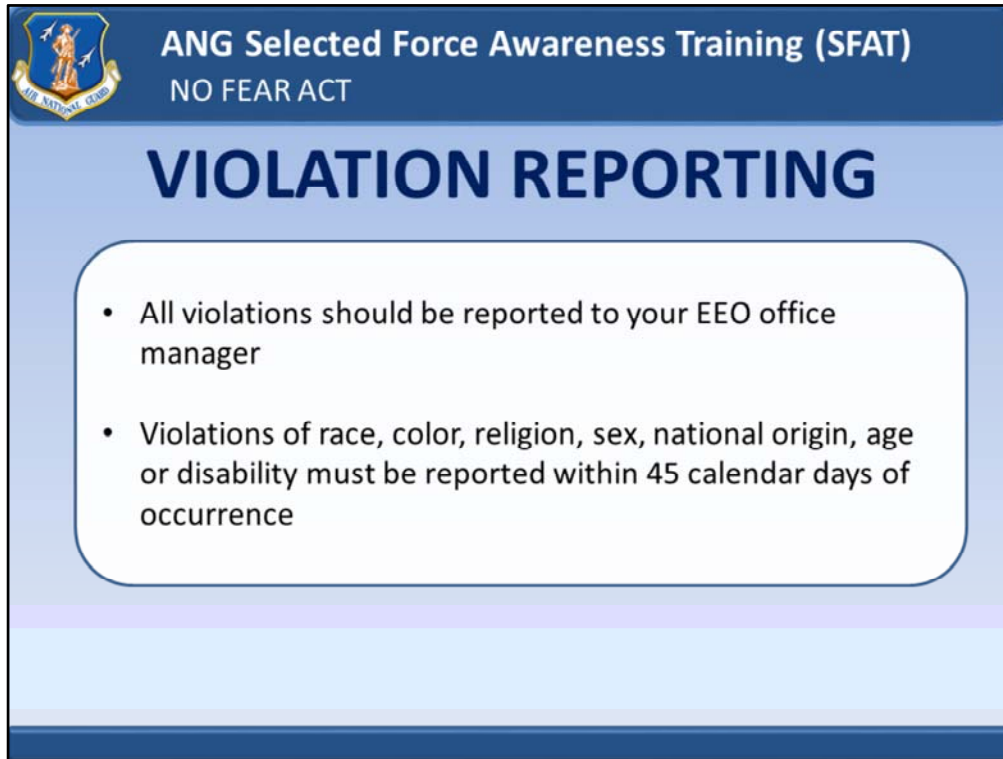
## Zero Tolerance For Unlawful Discrimination or Harassment

- It is the policy of the United States Government, the Department of Defense, and the Air Force, not to condone or tolerate unlawful discrimination, to include sexual harassment, of any kind.

**Facilitator:**

**Read:** Zero Tolerance policy ensures that once unlawful discrimination or sexual harassment is alleged, immediate and appropriate action will be taken to investigate/resolve the allegations and ensure any proven unlawful be

The Air Force is committed to providing a work environment where military members and civilian employees are treated with respect and dignity. Harassment of any person based on race, color, sex, religion, national origin, age, disability, reprisal or any other category protected by law or policy will not be tolerated. Harassment by anyone, including harassment by any manager, supervisor, work leader, co-worker, or contractor is strictly prohibited. Violators face the possibility of removal from employment or other appropriate disciplinary action. havior stops. Further, appropriate disciplinary action will be taken against any Airman, military or civilian, who engages in unlawful discriminatory practices.



The slide features a dark blue header with the ANG logo on the left, which includes a shield with a figure and the text 'ANG NATIONAL GUARD'. To the right of the logo, the text reads 'ANG Selected Force Awareness Training (SFAT)' and 'NO FEAR ACT'. Below the header, the title 'VIOLATION REPORTING' is displayed in large, bold, blue letters. A white rounded rectangle in the center contains two bullet points. The background of the slide is light blue with a horizontal purple stripe near the bottom.

**ANG Selected Force Awareness Training (SFAT)**  
**NO FEAR ACT**

## **VIOLATION REPORTING**

- All violations should be reported to your EEO office manager
- Violations of race, color, religion, sex, national origin, age or disability must be reported within 45 calendar days of occurrence

**Facilitator:**

**Read:** If you think you have been subjected to retaliation, contact the Complaints Examining Unit at the U.S. Office of Special Counsel at 1-800-872-9855 to file a written complaint, or visit [www.osc.gov](http://www.osc.gov) to learn more.

If you feel you have been discriminated against in violation of antidiscrimination laws, contact your EEO counselor. You may also contact the Equal Employment Opportunity Commission about filing a complaint at 1-800-669-4000 or visit [www.eeoc.gov](http://www.eeoc.gov) to learn more.

If you are alleging discrimination based on marital status or political affiliation, you may file a written complaint with the U.S. Office of Special Counsel (OSC). Alternatively (or in some cases, in addition), you may pursue a discrimination complaint by filing a grievance through installation's administrative or negotiated grievance procedures, if such procedures apply and are available.

If you believe that you have been the victim of unlawful discrimination on the basis of race, color, religion, sex, age, national origin, disability or reprisal for participating or supporting Equal Employment Opportunity (EEO) laws, you must contact an EEO counselor within 45 calendar days of the alleged discriminatory action, or, in the case of a personnel action,

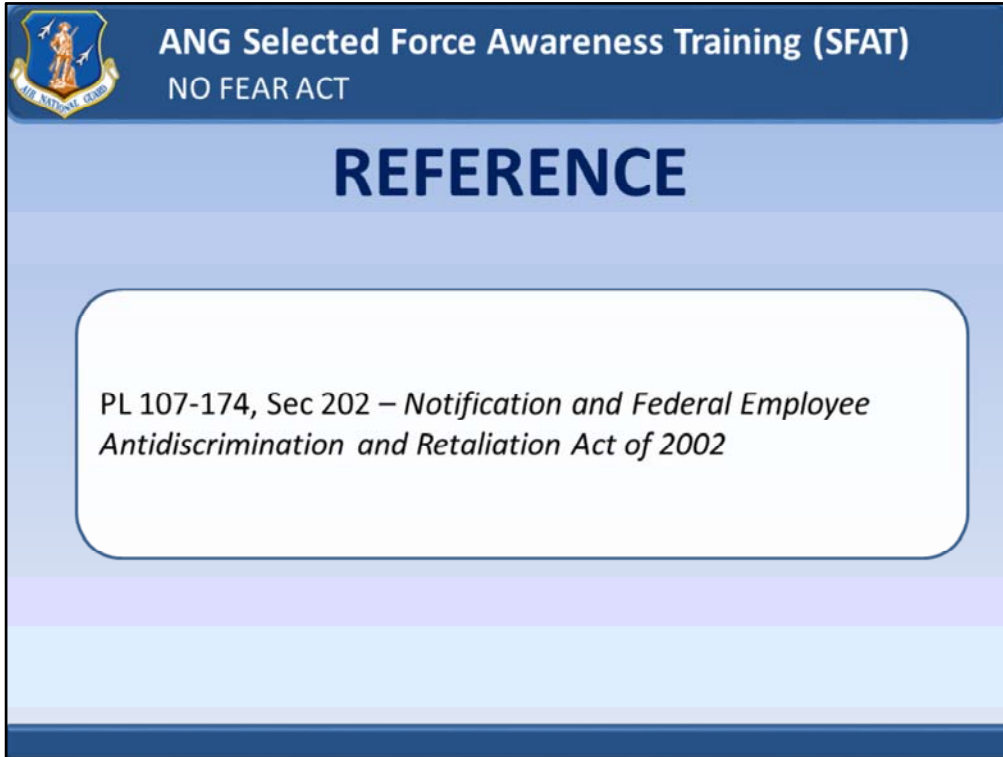
within 45 calendar days of the effective date of the action, before you can file a formal complaint of discrimination with the Air Force.

The slide features a dark blue header with the ANG logo on the left, which includes a figure holding a scale and a sword, with the text 'ANG NATIONAL CLUB' below it. To the right of the logo, the text reads 'ANG Selected Force Awareness Training (SFAT)' and 'NO FEAR ACT'. The main title 'Let's Talk...' is displayed in large, bold, yellow-outlined blue letters. Below the title, a white rounded rectangle contains a bulleted list of three items: 'Organization POCs', 'Hot Topics', and 'Open Discussion'. The slide background has a light blue gradient with a darker blue footer.

**Facilitator:** For this slide, commanders/first sergeants would use gathered data and discuss issues as they relate to their organization.

**Discuss:** Who the POC's are within your organization, and any hot topics as it relates to the subject, to include recent violations.

Open the floor to group discussion.



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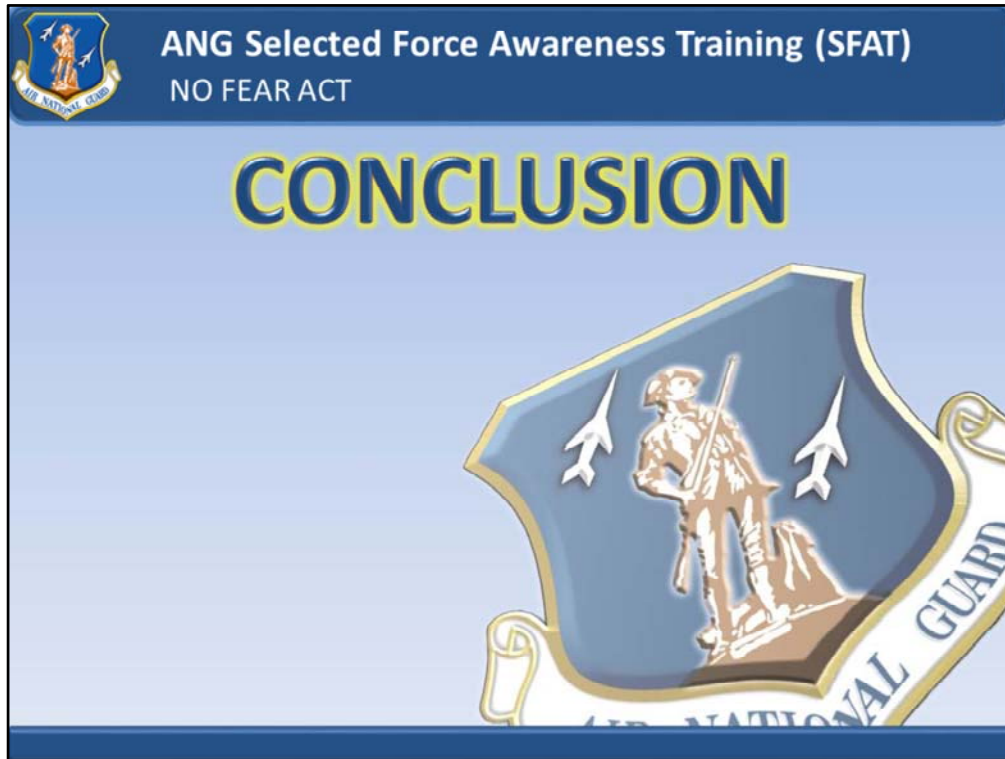
ANG Selected Force Awareness Training (SFAT)  
NO FEAR ACT

## REFERENCE

PL 107-174, Sec 202 – *Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002*

**Facilitator:**

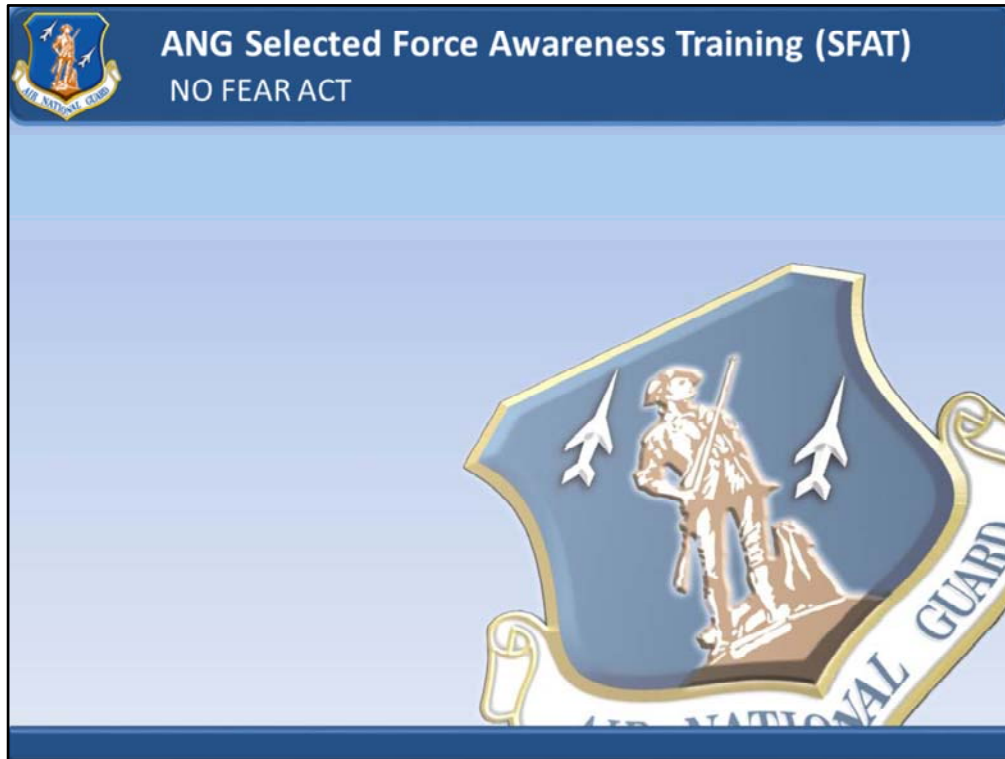
**Read:** For more information, you can use this references or contact your EEO representative.



The policy of equal employment opportunity applies to, and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of civilian employees of the Federal Government.

No matter what our background, where we live, or when we started our careers in the AF, we have one huge thing in common - - - - The MISSION. We cannot afford to let Equal Opportunity or Retaliation issues impede our operations or mission imperatives. Our Equal Opportunity posture directly contributes to the AFSO21 pillar of Respect for our People. The Air Force of the 21st Century will be leaner and more diverse and respect will be what sees our people through the difficult times. Respect for ourselves will ensure our SERVICE to others.





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By sending this code to your Supervisor, you are confirming that you read the material above.  
Send this code to your supervisor:

NOFEAR000COMPLETE