



ANG Selected Force Awareness Training (SFAT)

NO FEAR ACT

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Refresher Training





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OVERVIEW

- Definition
- Purpose
- Protection Laws
- Violation Reporting
- Talking Points



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DEFINITION

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.



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PURPOSE

- Inform employees of their rights and protections available to victims of discrimination
- Require Federal Agencies be accountable for violations



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PROTECTION LAWS

Antidiscrimination laws protect the following 10 classes:

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



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PROTECTION LAWS - CONTINUED

- Whistle Blowers cannot be retaliated upon by any level of supervision/Chain of Command for reporting a violation
- Individuals will not receive reprisal for participating in protected activities



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.



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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.



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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



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Let's Talk...

- Organization POCs
- Hot Topics
- Open Discussion



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REFERENCE

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



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CONCLUSION





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