

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

IBWC's No FEAR Act

The "Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002, Public Law 107-174, is a law that was signed on May 15, 2002, by President Bush with the intention of making federal agencies more accountable for violations of anti-discrimination and whistle-blower protection laws. "No FEAR" is the short title for the Act.

IBWC provides more information to employees about the No FEAR Act and a 30-minute face-to-face training to all employees.

Regarding Equal Employment Opportunity (EEO) claims, to access statistical data published pursuant to the No FEAR Act regarding complaints lodged against the IBWC, go to the IBWC's No FEAR Act link. To initiate an EEO claim, contact the Equal Employment Opportunity Office. EEO claims may be brought against IBWC by employees or applicants who believe they have been discriminated against by the agency based on their race, color, religion, national origin, sex, age, disability, genetic information, and/or reprisal (for prior EEO Activity).

Regarding whistle-blower claims, the No FEAR Act requires that agencies submit an annual report to Congress, the Equal Employment Opportunity Commission, and the Attorney General no later than 180 days after the end of each fiscal year. The annual report must include the number of cases in which an agency was alleged to have violated whistle-blower statutes. The annual report must also include the amount of money required to be reimbursed to the General Fund of the Treasury by the agency, separately identifying the aggregate amount attributable to attorneys' fees. The annual report must include data for each of the five immediately preceding fiscal years or if data are not available for all five fiscal years, for each of those five fiscal years for which data are available.

Data posted pursuant to the No FEAR Act, including statistical data regarding EEO claims at IBWC, will be maintained in the EEO Office.

[Answers to frequently asked questions about the No FEAR Act](#)