

EMPLOYEE PROTECTIONS

Federal agencies cannot discriminate against an employee or applicant with respect to terms, conditions or privileges of employment on the basis of race, color, religion, sex, national origin, age, disability, GINA (Genetic Information Nondiscrimination Act), reprisal, marital and parental status, sexual orientation or political affiliation.

AVENUES OF REDRESS

If you believe you have been the victim of unlawful discrimination on the basis of race, color, religion, sex, age, national origin, disability, GINA or reprisal for participating or supporting Equal Employment Opportunity (EEO) laws, you must contact an EO 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.

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 you believe you have been discriminated on the basis of sexual orientation, you may contact the Civilian Personnel Flight for counseling on appropriate grievance and appeal procedures.

WHAT DOES NO FEAR ACT MEAN TO ME?

It means Accountability to the law has been strengthened.

It means the Air Force is enhancing its role in being responsible for eradicating discrimination and retaliation in the workplace.

It means you can expect swift and appropriate action where violations are substantiated.

It means you can expect a work environment where you can perform to your highest potential and contribute to effective government operations.

It means that each of us have to be responsible and accountable for our actions.

All personnel have the responsibility to make these antidiscrimination/harassment laws and policies effective. Personnel should immediately report all violations to: (1) their supervisor; (2) another supervisor within their chain of command; and/or (3) for discrimination - EO counselor or the HQ AFPC complaint Hotline 1-800-616-3775, option 8 or (4) for whistleblowers - U.S. Office of Special Counsel (OSC)



Equal Opportunity

66 ABG/EOH



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**No FEAR Act:
Notification and Federal
Employee Anti-
Discrimination Act of 2002**

No FEAR Act



On May 15, 2002, Congress enacted the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002," which is now known as the No FEAR Act. One Purpose of the Act is to "require that Federal Agencies be accountable for violations of antidiscrimination and whistleblower protection laws."

The intent of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002, "No FEAR Act" is that federal agencies will pay more attention to their EO and whistleblower complaint activity and act more expeditiously to resolve complaints at the administrative level when it is appropriate to do so.

Equal Opportunity and Treatment

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, physical or mental disability, genetic info and reprisal 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

Overview of EO and Whistleblower laws

Title VII of the Civil Rights Act

Race, Color, Sex, National Origin, Religion, Reprisal

Age Discrimination in Employment Act (ADEA)

- 40 years of age or older, Reprisal

Rehabilitation Act (and Americans w/Disability Act)

- Disability, Accommodation, Reprisal

Fair Labor Standards Act (FLSA)

Equal Pay Act (EPA)

- Equal pay for equal work, Reprisal

Civil Rights Laws prohibit discrimination and retaliation

Prohibited Personnel Practices Statute

EO Discrimination
Marital and Parental Status
Sexual Orientation
Political Affiliation

Whistleblower Protection Act

Protected disclosure regarding fraud, waste, abuse or gross mismanagement

