



DEFENSE HEALTH AGENCY
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MEMORANDUM FOR ALL DEFENSE HEALTH AGENCY EMPLOYEES

SUBJECT: Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 and Notification and Federal Employee Antidiscrimination and Retaliation Act Policy Statement

On May 15, 2002, Congress enacted Public Law 107-174, the “Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002,” commonly referred to as the No FEAR Act. The act requires Federal agencies to provide annual notice to Federal employees, former Federal employees, and applicants for Federal employment of their rights, remedies, and protections available under Federal antidiscrimination and whistleblower protection laws.

The Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 (FEAA) amends the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act of 2002 to strengthen Federal antidiscrimination laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC) and expands accountability within the Federal Government. Section 1133 of the FEAA, Notification of Violation, requires federal agencies to post final agency actions that result in a finding of discrimination within 90 days on the agency’s public website. The notice must state that a finding of discrimination has been made and must remain posted not less than one year. The FEAA also requires that Notifications of Violation regarding findings of discrimination be posted publicly for a minimum of one year. In addition, the Act requires Federal Agencies to report to the EEOC the disciplinary action taken because of a finding of discrimination and/or the reason why an Agency failed to take disciplinary action.

The No FEAR Act reaffirms our commitment in ensuring that all Federal employees feel free to come forward with allegations of discrimination, wrongdoing, or misconduct, and are aware of their rights. Please send requests for more information to the following email address: dha.ncr.cofs.mbx.oerm@health.mil.

TELITA CROSLAND
LTG, USA
Director