

Department of the Navy  
No FEAR  
Web-based Training

Course Transcript

## Department of the Navy No FEAR (*Running Time 5:04*)

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### PAGE 1

Audio: Welcome to the Department of the Navy No FEAR web-based training course.

If you would like to follow along with a written transcript of this training, you can download a copy by clicking on the Transcript icon located in the lower left corner of the screen, marked by the "T" symbol. You can also download the transcript from the Resources page of this training site. You can access the Resources page by clicking on the Resources icon, at the top of the screen.

Closed captioning is available for this course, and can be activated by clicking on the Closed Captioning icon located in the lower left corner of the screen, marked by the "CC" symbol.

On screen:

Department of the Navy

No FEAR Training

(Image of course transcript)

### PAGE 2

Audio: Users can access this course via screen reader software. When screen reader mode is enabled, this training course will automatically pause at the end of each screen, allowing time to review all on-screen information before continuing. Detailed instructions on how to take this course with assistive software can be found at the link provided here. You can also access these instructions from the Resources page of this training site.

If you are currently using screen reader software, use the Up and Down arrow keys to activate screen reader mode. Otherwise click on the RESUME button to continue without activating these features.

# Department of the Navy No FEAR Training

On screen:

*If you do not require assistive software, [click here to skip this page.](#)*

Users requiring additional assistance can access this course utilizing their screen reader software. This feature is only intended for users who currently have assistive software on their computer.

(Image of "View Screen Reader Instructions" button)

Note: Activating screen reader mode without assistive software will prevent the training from running properly.

(Image of "RESUME" button)

## PAGE 3

Audio: To accommodate your work schedule, this training provides the ability for you to log out at any time. Your progress will be saved after each page you view. If you log out in the middle of the training, you will resume the training where you left off the next time you log in.

During the presentation of the training module, you will have the ability to pause the presentation, skip back, and replay the training module again.

At the end of the training module, you will be presented with a knowledge check to ensure your understanding of the information presented to you during the module.

On screen:

### Course Logistics

- You may log out at any time during the training
- When you log back in, you will resume training where you left off
- During each training module, you may pause, go back and start again
- At the end of the training module, you will be presented with a knowledge check to ensure your understanding of the information presented to you

## PAGE 4

Audio: Upon completion of this training module, a Certificate of Completion will be provided for you to print out.

## Department of the Navy No FEAR Training

On screen:

(Image of sample course completion certificate)

### PAGE 5

Audio: As previously mentioned, a Resources page has been created for this web-based training. In addition to a written transcript of the training, this page contains links to references used throughout the training that you can access at any time for more information regarding the topics being discussed.

Now that you have a feel for how to navigate through this web-based training, let's begin.

On screen:

(Image of Resources Page)

### PAGE 6

Audio: Retaliation occurs when an employer takes an adverse action against a covered individual when he or she engaged in a protected activity.

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 seeks to discourage Federal managers and supervisors from engaging in unlawful discrimination and retaliation. This law is popularly called the "No FEAR Act."

One purpose of this Act is to require that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws.

The Act also requires each Federal agency to inform current or former employees and job applicants of their rights and protections available to them under Federal antidiscrimination, whistleblower protection and retaliation laws.

## Department of the Navy No FEAR Training

On screen:

### No FEAR Act

#### Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

- Requires Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws
- Requires that agencies inform current employees, former employees and applicants for employment of their rights and protections available under Federal antidiscrimination, whistleblower protection and retaliation laws

### PAGE 7

Audio: The No FEAR Act is broken down into three sections, otherwise known as “Titles”. The first is Title One – General Provisions. The General Provisions section sets forth the reasons why the law was enacted.

On screen:

### No FEAR Act

#### Title I – General Provisions

- Findings - Federal agencies cannot be run effectively if agencies practiced or tolerated discrimination
- Sense of Congress – Federal agencies should not retaliate for court judgments or settlements relating to discrimination and whistleblower protection laws by targeting a claimant or other employees with reductions in compensation, benefits, or workforce to pay for such judgments or settlements

### PAGE 8

Audio: Title Two of the No FEAR Act requires Federal agencies to pay awards for discrimination and retaliation violations out of their own budgets. Agencies are required to reimburse the General Fund of the Treasury within a reasonable time of any such award.

This section of the Act also requires notification to all Federal employees and applicants for employment about their rights under Federal law.

## Department of the Navy No FEAR Training

Federal agencies are also required to provide training to all their employees about their rights and remedies under antidiscrimination and anti-retaliation laws.

This section also requires each agency prepare and submit annual reports to Congress on the number and severity of discrimination and whistleblower cases, the details of these cases, analysis, practical knowledge gained through this experience, and any actions planned or taken to improve agency programs.

On screen:

### No FEAR Act

#### Title II – Federal Employee Discrimination and Retaliation

Requires Federal agencies to:

- Pay awards for discrimination/retaliation violations out of their own budgets
- Reimburse Treasury within reasonable time of award
- Provide training to employees about their rights/remedies under antidiscrimination and anti-retaliation laws
- Prepare and submit annual reports to Congress

## PAGE 9

Audio: Title III of the No FEAR Act requires each Federal agency to post EEO complaint data on its public website.

On screen:

### No FEAR Act

#### Title III – EEO Complaint Data Disclosure

Federal agencies required to post quarterly on their public website summary statistical data relating to EEO complaints filed against the agency

## PAGE 10

Audio: Shown here are additional resources that you can access to obtain more detailed information on the No FEAR Act. Links to these resources can be found on the Resources page of this training site.

## Department of the Navy No FEAR Training

On screen:

### Additional Resources

For further information regarding the No FEAR Act regulations:

- Refer to 5 CFR 724
- Your local EEO and Diversity Office
- Online - See Resources Page

## PAGE 11

Audio: Now, let's take a moment to see what you've learned.

On screen:

### Knowledge Check

## KNOWLEDGE CHECK

On screen:

What Act requires that "Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws."?

- A. No FEAR Act
- B. National Security Act
- C. Employment Act
- D. Fair Labor Standards Act

## PAGE 12

Audio: This concludes this training module. Thank you for participating.

Please wait while your record is updated.

## Department of the Navy No FEAR Training

On screen:

Thank you for participating!

Please wait while your record is updated.

To receive credit for this training, please contact your local training coordinator.