THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

September 10, 2010

Policy Statement on the Implementation of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), P.L. 107–174 2010

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) requires Federal agencies to keep their employees, former employees, and applicants for employment informed of their antidiscrimination and whistleblower protections; post quarterly statistics on their Web sites; and train all employees regarding the rights and remedies to which they are entitled under the law. Federal agencies are required to submit annual reports to Congress demonstrating their compliance with the law, as measured by a number of specific criteria not later than 180 days after the end of each fiscal year.

I fully support the principles of the No FEAR Act and am committed to providing a workplace environment that is free from discrimination as one of my major equal opportunity goals. It is the U.S. Department of Transportation's policy to prohibit employment discrimination and interference or retaliation when protected disclosures are made, as stated in the whistleblower protection laws.

I have assigned the Departmental Office of Civil Rights and the Office of the Assistant Secretary for Administration joint responsibility for ensuring the proper implementation of the No FEAR Act's mandatory requirements. I expect all departmental organizations to offer their full support to ensure compliance with the requirements of the No FEAR Act. You may obtain further information regarding the No FEAR Act on the Departmental Office of Civil Rights Web site at: http://www.dotcr.ost.dot.gov/asp/nofear.asp#2 or you may contact the Departmental Office of Civil Rights for assistance.

Ray LaHood