

No FEAR Act Information

This notice provides information about the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), as amended by the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020. Pub. L. No. 107-174, 116 Stat. 566 (2002); Pub L. No. 116-283, div. A, tit. XI, subtit. B, §§ 1131–38, 134 Stat. 3388, 3900–05 (2021).

One purpose of the No FEAR Act is to hold federal agencies accountable for violations of anti-discrimination and whistleblower protection laws. In support of this purpose, Congress found that “agencies cannot be run effectively if those agencies practice or tolerate discrimination.” Pub. L. No. 107-174, § 101.

Section 202 of the No FEAR Act requires that federal agencies post a notice on their public websites after a finding of discrimination (including retaliation) has been made and all appeals have been exhausted. A notice must be posted for at least one year.

- JUSFC FY2025 Q1 to Q4 Notices: None. Not Applicable.
- JUSFC FY2026 Q1 Notice: None: Not Applicable.

Section 301 of the No FEAR Act requires that federal agencies post certain summary statistical data on their public websites relating to equal employment opportunity (EEO) complaints filed against them. The data must be updated no later than 30 days after the end of each fiscal quarter.

- JUSFC has no data to report in the final quarters of 2025 and the first quarter of 2026.

The Act also requires that each federal agency provide the following notice to its employees, former employees, and applicants for federal employment to inform them of the rights and protections available to them under federal antidiscrimination and whistleblower protection laws.

Antidiscrimination Laws

A federal agency cannot discriminate against an employee or applicant with respect to the terms, conditions, or privileges of employment on the basis of race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 and over), disability, genetic information, marital status, or political affiliation.

If you believe that you have been the victim of unlawful discrimination on the basis of race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, disability, or genetic information, you must contact the Agency Head/EEO Director 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 EEOC.

If you believe that you have been the victim of unlawful discrimination on the basis of age, or are alleging discrimination based on marital or political affiliation, you must contact the Agency Head/EEO Director as noted above.

Whistleblower Protection Laws

A federal employee with authority to take, direct others to take, recommend, or approve any personnel action must not use that authority to take or fail to take, or threaten to take or fail to take, a personnel action against an employee or applicant because of disclosure of information by that individual that is reasonably believed to evidence violations of law, rule, or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety, unless disclosure of such information is specifically prohibited by law and such information is specifically required by executive order to be kept secret in the interest of national defense or the conduct of foreign affairs. If you believe that you have been the victim of whistleblower retaliation, you may file a charge with the EEOC.

Retaliation for Engaging in Protected Activity

A federal agency cannot retaliate against an employee or applicant because that individual exercises his or her rights under any of the federal antidiscrimination or whistleblower protection laws listed above. If you believe that you are the victim of retaliation for engaging in protected activity, you must follow, as appropriate, the procedures described in the Antidiscrimination Laws and Whistleblower Protection sections.

Disciplinary Actions

Under the existing laws, each agency retains the right, where appropriate, to discipline a federal employee for conduct that is inconsistent with federal antidiscrimination and whistleblower protection laws up to and including removal. Nothing in the No FEAR Act alters existing laws or permits an agency to take unfounded disciplinary action against a federal employee or to violate the procedural rights of a federal employee who has been accused of discrimination.

Additional Information

- JUSFC's EEO Program shall ensure the efficient and fair resolution of discrimination complaints.
- JUSFC will post any final findings of discrimination on the Agency's public website within 90 days for at least a one (1) year period.
- JUSFC will include class-complaint information in the EEO complaint data available on its website; and
- When JUSFC takes adverse action against an employee due to an act of discrimination, including retaliation, JUSFC will include a notation of the adverse action and the reason for the action in the employee's personnel record.

For further information regarding the No FEAR Act regulations, including federal antidiscrimination, whistleblower protection, and retaliation laws refer to the [Equal Employment Opportunity Commission](#) website.

Existing Rights Unchanged

Pursuant to Section 205 of the No FEAR Act, neither the act nor this notice creates, expands, or reduces any rights otherwise available to any employee, former employee, or applicant under the laws of the United States, including the provisions of law specified in 5 U.S.C. 2302(d).