



DEPARTMENT OF MILITARY AND VETERANS AFFAIRS
OFFICE OF THE ADJUTANT GENERAL
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Retain until Superseded or Rescinded

HR-SEEM (17-05)

12 December 2017

MEMORANDUM FOR All Commanders, Managers and Supervisors, Pennsylvania
National Guard

SUBJECT: No FEAR Act

1. References:


a. CNGBN 9600, 10 May 2017, "State National Guard Civilian Equal Opportunity Complaint Processing and Reporting Guidance"

b. PL 107-174 Title I, General Provisions, Section 101(1)

2. On May 15, 2002, Congress enacted The No FEAR Act (Public Law (PL) 107-174). One purpose of the Act is to require agencies to be accountable for violations of anti-discrimination and whistleblower protection laws. (PL 107-174 Summary) In support of this purpose, Congress found that agencies cannot be run effectively if those agencies practice or tolerate discrimination. The policy of the Government of the United States is to provide equal opportunity in Federal employment regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age or physical or mental disability, or genetic information, 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 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 and military employees of the Federal Government. For more information go to:
<https://www.gao.gov/about/workforce/nofear.html>

3. This memorandum supersedes HRO-SEEM (11-12), same subject, dated 29 July 2011.

FOR THE ADJUTANT GENERAL:


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