



DEPARTMENT OF THE NAVY

OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

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MEMORANDUM FOR DISTRIBUTION

Subj: REPORTING PROCEDURES UNDER THE NOTIFICATION AND FEDERAL
EMPLOYEE ANTI-DISCRIMINATION AND RETALIATION ACT

The Department of the Navy (DON) has adopted the rules, guidelines, and requirements set forth in Public Law 107-174 107th Congress, Notification and Federal Employee Anti-discrimination and Retaliation Act (otherwise known as the No Fear Act) of May 15, 2002.

The No Fear Act requires Federal agencies to be accountable for violations of anti-discrimination and whistleblower protection laws and to post statistical data relating to Federal sector equal employment opportunity complaints filed quarterly on the agency website. Other provisions include notification of employees, former employees, and applicants of the rights and protections afforded under the purview of this Act, and employee training regarding rights and available remedies.

On January 26, 2004, Equal Employment Opportunity Commission (EEOC) issued guidance outlining reporting procedures required by the No Fear Act. The DON process for reporting and posting the data is as follows:

(a) My staff at the Naval Office of Equal Employment Opportunity Complaints Management and Adjudication will post Title III data to the DONHR website on a quarterly basis.

(b) DON-wide data will be reported as an aggregate and separately for each Echelon I and II Command with 1,000 or more civilian employees, in accordance with sections 1614.702(a) and (1) of the Act.

Navy and Marine Corps leadership must ensure a workplace free from unlawful discrimination and will take prompt corrective action for violations of anti-discrimination and whistleblower protections laws.

A handwritten signature in black ink, appearing to read "W. Navas, Jr.", written over a horizontal line.

William A. Navas, Jr.
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

Distribution:
Echelon I & II