



Department of the Air Force

**Notification and Federal Employee
Antidiscrimination and Retaliation Act (NoFEAR)**

Fiscal Year 2020 Report

NO FEAR DATA CALL FOR FY 2020 DATA

1. *The number of cases in federal court pending or resolved in each fiscal year and arising under each of the respective provisions of the federal antidiscrimination laws and whistleblower protection laws applicable to them as defined in 5 C.F.R. §724.102, in which an employee, former federal employee, or applicant alleged a violation of these laws, separating data by the provision of law involved (5 C.F.R. 724.302(a)(1)) **and** the status or disposition (including settlement) of such cases (5 C.F.R. 724.302(a)(2)(i)).*

Statute	Cases Opened in FY20	Cases Resolved in FY20		Cases Pending at Close of FY20
		Settled	Other	
Title VII, Civil Rights Act of 1964 42 U.S.C. 2000e-16	13	2	12	19
Age Discrimination in Employment Act 29 U.S.C. 631, 633a	4	0	6	6
Fair Labor Standards Act of 1938 29 U.S.C. 206(d)	1	0	0	2
Section 501 of Rehabilitation Act 29 U.S.C. 791	10	0	9	12
Equal Pay Act 29 U.S.C. 206(d)	0	0	0	0
Whistleblower Protection Act 5 U.S.C. 2302(b)(1)	1	0	0	1
Genetic Information Nondiscrimination Act of 2008 (GINA) 42 U.S.C. 2000ff	0	0	0	0

2. *The amount of money required to be reimbursed to the Judgment Fund by the agency for payments as defined in 5 C.F.R. §724.102 (5 C.F.R. 724.302(a)(2)(ii)), **and** the amount of reimbursement to the Fund for attorney's fees where such fees have been separately designated (5 C.F.R. 724.302(a)(2)(iii)), **and** any adjustment needed or made to the budget of the agency to comply with its Judgment Fund reimbursement obligation(s) incurred (5 C.F.R. 724.302(a)(8)).*

\$ Reimbursed to Judgment Fund	\$ Attributed to Attorneys' Fees	Adjustment to Agency Budget
\$65K	\$0	None

3. *In connection with the cases identified above, the total number of employees in each fiscal year disciplined (reprimand, suspension without pay, reduction in grade or pay, or removal) and the specific nature of the disciplinary actions taken, separated by the provision(s) of law involved (5 C.F.R. 724.302(a)(3)) **and** the number of employees in each fiscal year disciplined (reprimand, suspension without pay, reduction in grade or pay, or removal) in accordance with any agency policy, regardless of whether or not the matters are in connection to a federal court case (5 C.F.R. 724.302(a)(5)).*

Statute	# of Employees Disciplined	Nature of Disciplinary Action (reprimand, suspension without pay, reduction in grade or pay, or removal) ¹
Title VII, Civil Rights Act of 1964 42 U.S.C. 2000e-16	0	
Age Discrimination in Employment Act 29 U.S.C. 631, 633a	0	
Fair Labor Standards Act of 1938 29 U.S.C. 206(d)	0	
Section 501 of Rehabilitation Act 29 U.S.C. 791	0	
Equal Pay Act 29 U.S.C. 206(d)	0	
Whistleblower Protection Act 5 U.S.C. 2302(b)(1)	0	
Genetic Information Nondiscrimination Act of 2008 (GINA) 42 U.S.C. 2000ff	0	
Matters that did <u>NOT</u> result in a federal court case	0	

For Questions 4-10, if you check “NO,” please provide a brief explanation of your organization’s efforts to be compliant with this requirement, unless otherwise indicated.

4. *Does your Component have a policy for taking disciplinary action against Federal employees for conduct that is inconsistent with Federal Antidiscrimination Laws and Whistleblower Protection Laws or for conduct that constitutes another prohibited personnel practice revealed in connection with agency investigations of alleged violations of these laws? (5 C.F.R. 724.302(a)(6)).*

Yes

No:

¹ If possible, please provide the number of each disciplinary action. For example, if 4 employees were disciplined, 3 of whom were Suspended, 1 was Terminated, please state in the following way: Suspension (3); Removal (1)

5. *Does your Component have a written plan to train its employees? (5 C.F.R. 724.203(a) and 724.302(a)(9)).*

Yes

No:

6. *Does your Component require No FEAR training to its employees every 2 years? (5 C.F.R. 724.203(d)).*

Yes

No:

7. *Does your Component require No FEAR training to its new employees within 90 calendar days of new employee's appointment? (5 C.F.R. 724.203(e)).*

Yes

No:

8. *Does your Component provide notice to all of its employees, former employees, and applicants for Federal employment about the rights and remedies available under the No FEAR Act? (5 C.F.R. 724.202(a)).*

Yes

No:

9. *Does your Component post on its public website its EEO complaint data for FY 2020 and the year-end data for the 5 immediate preceding fiscal years? (Public Law 107-174, section 301(c)).*

Yes. The link where my data can be found is: _____

No:

10. *Did your Component submit its EEOC Form 462 for FY 2020 to the Office for Diversity, Equity and Inclusion? (5 C.F.R. 724.302(a)(9)).*

Yes

No. I have attached it to this submission.