

PT401 - No FEAR Act Training

Course Theme: [Leadership/Management](#)

School: [Leadership and Management School](#)

Division: [Executive Development Division](#)

Delivery Method: [DL-FSiLearn](#)

Time Frame: One and a half hours within 90 days

Audience

Department of State

All U.S. citizen direct-hire (FS, CS, LE Staff) employees are required to complete this online training course every two years. To the extent posts have U.S. citizens filling LE Staff positions, they too must complete the training. It is not required, but is strongly encouraged, that managers who supervise PSCs provide them with an opportunity to take this distance learning training as well.

Other Agency

Employees who meet the stated enrollment requirements may attend on a reimbursable basis.

Course Description

Students will learn about the No FEAR Act (Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002), which prohibits discrimination and retaliation in the workplace. They will learn what avenues of recourse are available to employees who suspect they are the victims of illegal discrimination or retaliation. This distance learning course, **PT401 No FEAR Act Training**, will fulfill the No FEAR Act

requirement that agencies train their employees regarding the employees' rights and remedies under Federal antidiscrimination and whistleblower protection laws.

Completion of this course also meets the requirement for diversity updates spelled out in 13 FAM 312.1(e). **PT401** was developed with the Department's Office of Civil Rights and approved by the Under Secretary for Management and the Director General.

DL Version and Date

Version 3.1, Released June 4, 2021

Course Objectives

- Identify the purpose of the No FEAR Act.
- Recognize what types of discrimination and retaliation federal employees are protected from.
- Explain what types of behavior should be reported.
- Determine the various authorities, inside and outside the Department, that should receive reports of such behavior for potential resolution and remedy.

OPM Competencies Addressed

- Human Capital Management
- Leveraging Diversity

FS Precepts Addressed

- Leadership and Management Training
- Support for Equal Employment Opportunity and Merit Principles

Exam Requirement

This course has two exams. You must pass the ten-question EEO Process exam with a score of 80% and pass the five-question Whistleblower exam with a score of 100% to receive credit for the course.

Schedule

Students have 90 days to complete this 1½-hour course.

Enrollment Procedure

Department of State employees select "Apply Now" to enroll.

Other agency employees submit a funded SF-182 Request for Training to the FSI Office of the Registrar, fax 703-302-7152.