

**January 7, 2010 - Reminder: Biennial Web-Based Training Required For The No FEAR Act**

The Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No FEAR Act) took effect on October 1, 2003. The No FEAR Act requires Federal agencies to provide training to all employees **biennially**. To comply with this provision, all employees are required to complete NRC's Web-based No FEAR Act training course by **February 28, 2010**.

The course explains the provisions of the No FEAR Act concerning the rights and remedies applicable to Federal employees under anti-discrimination and whistleblower protection laws. The course also provides information on NRC's Policy for Preventing and Eliminating Harassing Conduct in the Workplace.

You may access the No FEAR Act training course through iLearn. Remote users should not use CITRIX to access online courses in iLearn. Please use the following link: <https://ilearnnrc.plateau.com/plateau/user/login.jsp>. It should take less than 40 minutes to complete this required training.

Please contact the Professional Development Center at 301-492-2000 if you have questions about the course.

## February 1, 2010 - Policy Reminder: Annual Reminder Notice of Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act

NRC's Office of Human Resources (HR) reminds all employees of their rights with respect to whistleblower protections and prohibited personnel practices in accordance with the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act.

This notice is to ensure that our workforce is informed of its whistleblower rights and protections from prohibited personnel practices. Notice of whistleblower rights and prohibited personnel practices are posted in our headquarters buildings, as well as throughout our Regions. Employees need to be aware of their protections so they will report possible violations of law, rule or regulation, gross mismanagement, gross waste of funds, abuse of authority, or a substantial and specific danger to public health or safety without fear of retaliation.

Whistleblowing is defined as the disclosure of information that an employee reasonably believes is evidence of a violation of any law, rule, or regulation; or gross mismanagement, gross waste of funds, 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. An employee may confidentially report these matters to the U.S. Office of Special Counsel (OSC) or other sources, depending on the circumstances, including NRC's Office of the Inspector General.

Federal employees have the right to be free from prohibited personnel practices, including retaliation for whistleblowing. The following link is to the OSC's fact sheet, "Your Rights as a Federal Employee," which provides detailed information on prohibited personnel practices: <http://osc.gov/documents/pubs/rights.htm>.

NRC employees have protections afforded under the Energy Reorganization Act (ERA). The ERA makes it illegal to discharge or otherwise retaliate against an employee in terms of compensation, conditions, or privileges of employment because the employee or any person acting at an employee's request engages in protected activity, such as notifying your employer of an alleged violation of the ERA, or testifying before Congress or other Federal or State proceeding under the ERA. An ERA notice of protections is located at: <http://www.internal.nrc.gov/HR/pdf/rights-under-era.pdf>.

The No FEAR Act requires agencies to provide training about rights and remedies applicable under discrimination and whistleblower laws, and prohibited personnel practices. Agencies must provide training to new employees within 90 days of hire, and to all employees biennially. To comply with this provision, NRC updated the online course to make it more interactive, and to include new statutory employee protections. **All employees are required to complete the biennial training by February 28, 2010.** Beyond the required biennial training all employees are free to take training and test their knowledge of whistleblower protections and their rights at any time. Training on the No FEAR Act is available in *iLearn* at: <https://ilearnnrc.plateau.com/plateau/user/login.jsp>.

If you need further information or assistance regarding your rights and protections related to whistleblower activities and/or prohibited personnel practices, please contact your HR representative; a contact list is provided at: <http://www.internal.nrc.gov/HR/contacts.html>.