



Defense Threat Reduction Agency

Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act

Fiscal Year 2020 Report

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I. Introduction

Pursuant to Section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act), Public Law 107-174, the Defense Threat Reduction Agency (DTRA) hereby submits its Annual Report for Fiscal Year (FY) 2020.

In FY 2020, 7 EEO complaints were filed against DTRA, 13 less than in FY 2019; 6 of the 7 went formal. In FY 2020, Sex and Disability were the most commonly filed bases.

In FY 2020, the DTRA Equity, Diversity, and Inclusion Office (EI) took proactive steps to increase awareness of diversity and inclusion within the workplace to include:

- Continued Civil Treatment EEO Training for employees monthly, supervisors quarterly.
- Hosted five Race Relation Sessions creating a safe and supportive environment where the DTRA workforce could voice their experiences and concerns.
- Established a Diversity and Inclusion Council and five Employee Resource Groups.
- Hosted Diversity and Inclusion training (i.e. Generations in the workplace, Sexual Identity and Implicit/Unconscious Bias)

II. Reporting Requirements

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 application 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 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	6	3	5	30
Age Discrimination in Employment Act 29 U.S.C. 631, 633a	2	1	3	8
Fair Labor Standards Act of 1938 29 U.S.C. 206(d)	0	0	0	0
Section 501 of Rehabilitation Act 29 U.S.C. 791	4	2		7
Equal Pay Act 29 U.S.C. 206(d)	0	0	0	0
Whistleblower Protection Act 5 U.S.C. 2302(b)(1)	0	0	0	0
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	\$ from Judgment Fund Reimbursement Attributed to Attorneys' Fees	Adjustment to Agency Budget to Comply with Judgment Fund Reimbursement Obligation
0.00	0.00	0.00

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 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	1	Termination
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	1	Termination

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)

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:**

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 this data can be found is: <https://www.dtra.mil/Mission/EL-Annual-Reports/>.

☐ **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)).

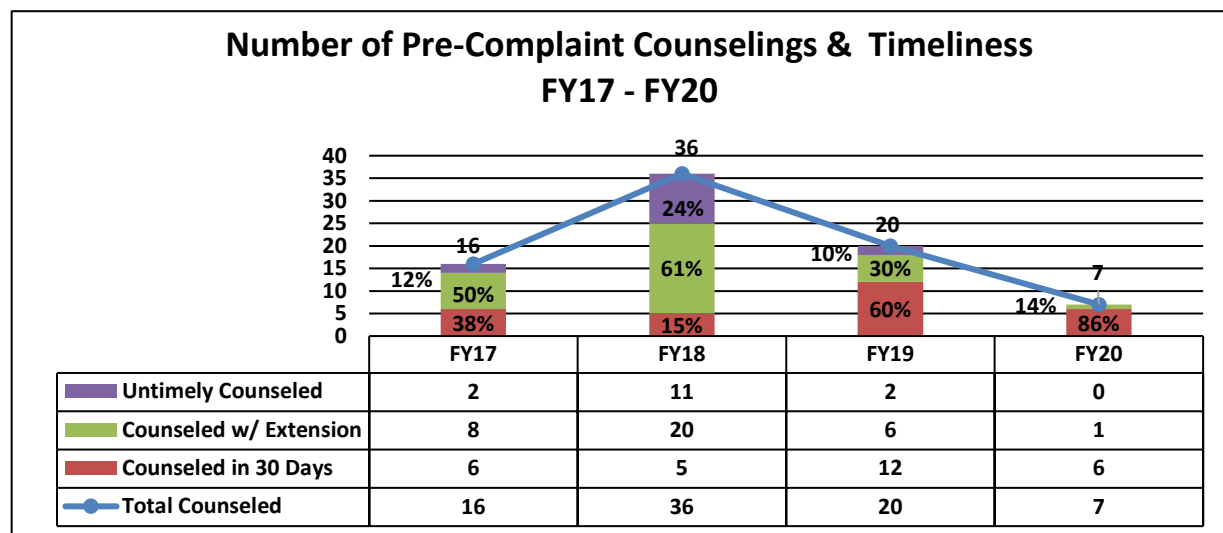
☒ **Yes**

☐ **No. I have attached it to this submission.**

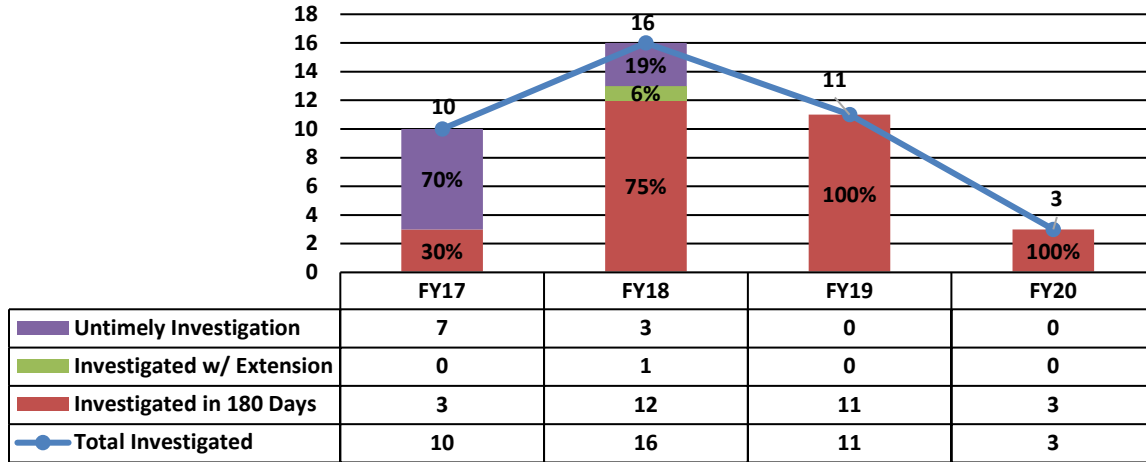
III. Analysis

An analysis of the information provided in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with 29 CFR part 1614 subpart F of the Code of Federal Regulations. Such analysis must include: (i) An examination of trends; (ii) Causal analysis; (iii) Practical knowledge gained through experience; and (iv) Any actions planned or taken to improve complaint or civil rights programs of the agency with the goal of eliminating discrimination and retaliation in the workplace (5 C.F.R. 724.302(a)(7)).

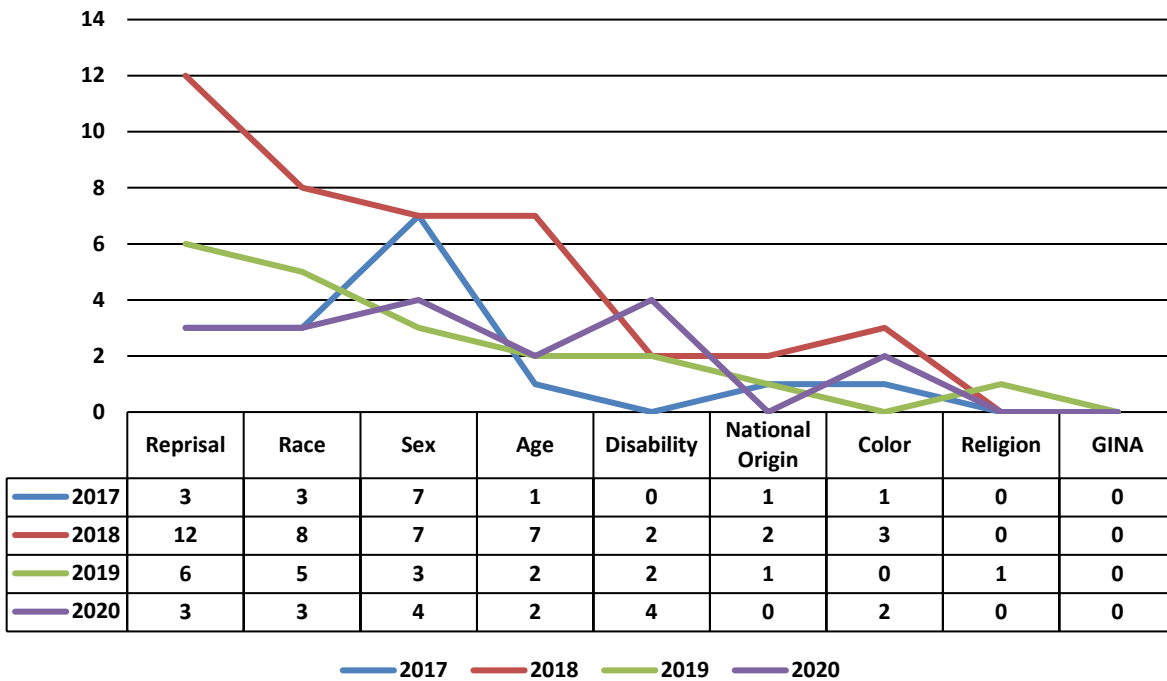
a. Examination of Trends



Number of Formal Complaints & Timeliness of Investigations FY17 - FY20



Bases Filed by Fiscal Year



b. Casual Analysis

A review of the complaints show that the number of complaints filed have continued to decrease since FY 2018. The spike in FY 2018 is best explained by an increase in awareness of the EEO complaint process after the Agency Director distributed an email to all employees denouncing harassment in the workplace highlighting the process. The dramatic decrease in FY

2020 complaints is probably best explained by employees adjusting to abrupt changes to the workplace with the implementation of measures taken in response to COVID-19. We will continue to monitor trends in FY 2021.

As complaints have decreased in FY 2020, the number of times a basis was claimed has also continued to decrease, with the exception of the basis of Disability. Disability went from making up 0% of claimed bases in FY 2017, to 5% in FY 2018, 10% in FY 2019 and 22% in FY 2020. Though the basis of Sex was claimed four times in FY 2020 compared to seven claims in FY 2018, the percentage of Sex-based claims increased from 17% to 22%, this is after seeing a dip in FY 2019 with three total claims of Sex or 15% of all of the bases claimed. In FY 2020, the amount of claims based on Color increased from FY 2019.

c. Practical Knowledge Gained Through Experience

DTRA hosted a Technical Assisted Visit from EEOC as they reviewed our EEO program and provided valuable feedback with strengthening our overall program. We are in the process of fully implementing this feedback to include updating our EEO and Anti-Harassment policies with direct and enforceable language. The EI Office

d. Actions Planned or Taken for Improvement Measures

The EI Office continues to rewrite the DTRA Alternative Disputes Resolutions Instruction and overhaul the ADR Program to get employees and management to attempt to resolve matters at their prior to turning to formal administrative processes. Also, the EI Office established a new position, which includes the duties of the Disability Program Manager. This position is responsible for increasing awareness of individuals with disabilities and their abilities within the workplace. As we see the increase in the number of Disability claims, we are focusing resources in this area. The EI Office will work with the Individuals with Disabilities and Women ERGs to develop more strategies in identifying and removing barriers.

IV. Conclusion

The DTRA EI Office will continue to track trends, particularly those involving Disability and Sex based claims of discrimination, as the workforce continues to operate with measure in place in response to COVID-19 and as we possibly begin to transition from fulltime telework back to the workplace. We will continue to leverage the D&I Council where possible in promoting inclusion of all demographics and seek opportunities for leadership involvement.

APPENDIX A

*The final year-end data about discrimination complaints for each fiscal year that was posted in accordance with Equal Employment Opportunity Regulations
29 C.F.R. §§1614.701, et seq. (5 C.F.R. 724.302(a)(4)).*

<https://www.dtra.mil/Mission/EI-Annual-Reports/>

Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				
	2016	2017	2018	2019	2020
Number of Complaints Filed	8	16	36	20	7
Number of Complainants	5	16	36	20	7
Repeat Filers	1	3	9	3	3
Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020
Race	1	3	9	5	3
Color	0	1	4	0	2
Religion	0	0	0	1	0
Reprisal	6	3	13	6	3
Sex	0	7	12	3	4
PDA	0	0	0	0	0
National Origin	6	1	2	1	0
Equal Pay Act	0	0	0	0	0
Age	0	1	7	2	2
Disability	6	0	2	2	4
Genetics	0	0	0	0	0

Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				
	2016	2017	2018	2019	2020
Non-EEO	0	0	2	0	0

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	0	1	0	1
Awards	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	0	0
Reprimand	0	0	0	0	0
Suspension	0	0	0	0	0
Removal	0	0	0	0	0
Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment					
Non-Sexual	7	2	17	1	3
Sexual	0	2	2	0	0
Medical Examination	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0
Promotion/Non-Selection	0	0	3	0	1
Reassignment					

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020
Denied	0	0	0	0	0
Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	3
Reinstatement	0	0	0	0	0
Religious Accommodation	0	0	0	0	0
Retirement	0	0	0	0	0
Sex-Stereotyping	0	1	1	0	0
Termination	0	0	1	0	1
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Other	1	0	0	0	1
Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	2016	2017	2018	2019	2020
Complaints pending during fiscal year					
Average number of days in investigation	103.4	90.5	46	31	43
Average number of days in final action	19.5	90.5	0	106	43
Complaint pending during fiscal year where hearing was requested					
Average number of days in investigation	245.85	25.5	0	56	189.17
Average number of days in final action	0	25.5	0	114	0
Complaint pending during fiscal year where hearing was not requested					
Average number of days in investigation	59	0	0	5	0

Processing Time	Comparative Data									
	Previous Fiscal Year Data									
	2016	2017	2018	2019	2020					
Average number of days in final action	347	0	0	83	0					
Complaints Dismissed by Agency	Comparative Data									
	Previous Fiscal Year Data									
	2016	2017	2018	2019	2020					
Total Complaints Dismissed by Agency	1	0	6	1	3					
Average days pending prior to dismissal	13	0	82	0	28.33					
Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by Complainants	5	0	5	2	0					
Total Final Agency Actions Finding Discrimination	Comparative Data									
	Previous Fiscal Year Data									
	2016	2017	2018	2019	2020					
	# %	# %	# %	# %	# %					
Total Number Findings	2		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2016	2017	2018	2019	2020					
	# %	# %	# %	# %	# %					
Total Number Findings	2		0		0		0			
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	2	100	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Sex	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	1	100	1	100	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		2		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	2	100	0	0	0	0	0	0
Sex	1	100	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	1	100	1	100	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data									
	Previous Fiscal Year Data									
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
Non-Sexual	0	0	2	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
Non-Sexual	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data									
	Previous Fiscal Year Data									
	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Reassignment										
Denied	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status					Comparative Data					
					Previous Fiscal Year Data					
					2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years					25	16	16	24	34	
Total Complainants					25	16	16	19	32	
Number complaints pending										
Investigation					4	9	5	0	0	
ROI Issued, Pending Complainant's Action					0	1	0	0	0	
Hearing					11	5	20	20	22	
Final Agency Action					0	0	3	4	6	
Appeal with EEOC Office of Federal Operations					3	3	3	2	4	

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2016	2017	2018	2019	2020
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	0	0	0

APPENDIX B

A detailed description of the agency's 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)).

DTRA Instruction 1400.25-M, Subchapter 752, "Civilian Disciplinary and Adverse Actions" explains, "In deciding whether to take an action under this volume, there may be no discrimination against an employee for political beliefs, marital status, disabling condition, sex, race, religion, color, national origin, age, sexual orientation, genetic discrimination, or other non-merit factors."

Supervisors are accountable for initiating disciplinary or adverse action in a nondiscriminatory and impartial manner.

Punishment for a charge of discrimination that is inconsistent with Federal Antidiscrimination Laws and Whistleblower Protections Laws or for conduct that constitutes a prohibited personnel practice can range from a Letter of Reprimand to Removal from Federal Service.

APPENDIX C

The agency's written plan to train its employees (5 C.F.R. 724.302(a)(9)).

Section 202(c) of the No FEAR Act requires Federal agencies to provide training to their employees on the rights and remedies under Federal antidiscrimination, retaliation, and whistleblower protection laws.

DTRA's No FEAR Act Training Plan has been incorporated into the Agency's "*Designation of Mandatory Core Training for DTRA Civilian Employees and Military Personnel*," (not a public document). All Civilian employees are required to take "The No FEAR Act" v2.2, which is provided online by Skillsoft. The training outlines federal employees' rights and remedies under Federal antidiscrimination, retaliation, and whistleblower protection laws and provides details on how the No FEAR Act is implemented. This training is launched, managed and tracked via the Agency's LMS. Currently, civilian employees are required to take this training once upon arrival and once every two years thereafter.