



**DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES**  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155



October 25, 2021

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2022 Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) Training and Notification Requirements

The No FEAR Act of 2002 increased the accountability of agencies to protect Federal employees from unlawful discrimination, harassment, and reprisal for participation in protected Equal Employment Opportunity (EEO) and whistleblowing activities.

New employees must receive No FEAR Act training within 90 calendar days of entering on duty to ensure they understand their rights and responsibilities. All employees are required to complete refresher training every two years thereafter. It is imperative that all employees, supervisors, and officials understand the protections afforded by the No FEAR Act and the Whistleblower Protection Act.

No FEAR Act training is available online at the Washington Headquarters Services (WHS) Learning Management System (iCompass) at <https://whs.sp.pentagon.mil/lms>. The WHS Office of Equal Employment Opportunity Programs (EEOP) also provides comprehensive classroom training to fulfill the No FEAR Act training requirements.

To ensure employees have easy access to No FEAR Act information, agencies must provide written notice on the rights and remedies available under applicable anti-discrimination, anti-harassment, and whistleblower protection laws. WHS and organizations serviced by WHS EEOP are responsible for displaying the attached "No FEAR Act Notice" in common areas, on agency websites, or other readily accessible media. Senior leaders must also ensure deployed civilian personnel receive this notice. The notice is available online at <https://www.whs.mil/equal-employment-opportunity-and-diversity/no-fear-act/>.

You should direct questions regarding iCompass to the WHS iCompass administrator at [icompasslms@gpstrategies.com](mailto:icompasslms@gpstrategies.com). For other questions and assistance on the No FEAR Act, please contact EEOP at (571) 372-0832 or [whs.eeop@mail.mil](mailto:whs.eeop@mail.mil).

Regina F. Meiners  
Acting Director

Attachment:  
As stated

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