

**NATIONAL SCIENCE FOUNDATION
OFFICE OF EQUAL OPPORTUNITY PROGRAMS**

OEOP BULLETIN NO. 09-06

March 24, 2009

TRAINING

SUBJECT: No FEAR Act Training

On May 15, 2002, Congress enacted the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002," commonly known as the No FEAR Act.

The No FEAR Act requires Federal agencies to provide bi-annual mandatory training for all of their employees on their rights and protections under the antidiscrimination and whistleblower protection laws. For NSF, this includes federal employees and IPAs. There is no training requirement under the No FEAR Act for contractors.

For further information about the No FEAR Act, please see the OEOP website at <http://www.inside.nsf.gov/od/oeo/>.

This training is mandatory and must be completed by May 15, 2009.

Individuals have two options to complete this training.

Option 1

Complete the on-line module on AcademyLearn. The estimated time to complete the on-line module is 30-45 minutes. To access the module:

- 1) Go to AcademyLearn:

<https://academylearn.nsf.gov/plateau/user/login.jsp>

- 2) Enter your AcademyLearn login and password
- 3) Search the catalog by typing in text 'No Fear.'
- 4) Several No Fear related Courses will appear. Select "NSF No FEAR Act Online Course Required for NSF Employees."
- 5) Click on the "Add to Learning Plan" button that is to the right of this course title.
- 6) The "NSF No FEAR Act Online Course for NSF Employees" will appear in learning plan. To take course click "Go to Content" button that is to right of course title.

- 7) Your completion of the course is automatically recorded. You can confirm this by going to your Learning History in AcademyLearn, where you can also print a copy of the certificate.

Option 2

Complete an in-class "instructor led training" session provided through AcademyLearn. Sessions are currently scheduled at 2:00-3:00PM on every Thursday from March 26 through May 14.

Class dates and location can be found at

http://www.inside.nsf.gov/oirm/hrm/academy/no_fear_act_training/training.jsp

Registration is not necessary.

Supervisors are expected to provide employees the time necessary to complete the training, whether the employee selects the on-line or in-class option.

If you have questions about the No FEAR Act, please contact the Office of Equal Opportunity Programs at 703- 292-8020 or eeo@nsf.gov.

For any issues related to accessing the on-line module or above information about classes, please contact AcademyLearn@nsf.gov

James Lightbourne, Acting Head
Office of Equal Opportunity Programs

DISTRIBUTION: ALL EMPLOYEES
ORIGINATING OFFICE: OEOP