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TAG-CO

**TAG-10-002**

29 January 2010

MEMORANDUM FOR: All Full-time Technicians of the Colorado National Guard

SUBJECT: Annual Notification of the Federal Employment Anti-discrimination and Retaliation Act  
(The No Fear Act)

1. The purpose of this memorandum is to provide guidance on the mandatory enactment of the No Fear Act. The No Fear Act was enacted on May 15, 2002, with mandatory compliance effective October 1, 2003. The Act was established to increase the accountability regarding discrimination and whistleblower laws. This also applies to personnel who wish to make a report on fraud, waste or abuse of government resources.
2. THE NO FEAR ACT: It is the policy of the Government of the United States to provide equal opportunity in employment for all persons; to prohibit discrimination in employment because of race, color, religion, sex, national origin, age or handicap and to promote the full realization of equal employment opportunity through proper employment practices in each agency.
3. No person shall be subject to retaliation for opposing any practice made unlawful by Title VII (The Civil Rights Act of 1964), the Age Discrimination in Employment Act, The Equal Pay Act, or the Rehabilitation Act, or for participating in any stage of administrative or judicial proceedings under those statutes. Each agency should provide sufficient resources to equal employment opportunity programs to ensure successful operation and provide prompt, fair and impartial processing of complaints. The complaints are processed and facilitated by the agencies EEO Manager.
4. Persons who believe they have been discriminated against on the basis of race, color, religion, sex, national origin, age or handicap may consult with the State Equal Employment Manager prior to filing a complaint in order to resolve the matter at the lowest level.
5. Additional information on the NO FEAR ACT is available at [www.coloradoguard.army.mil](http://www.coloradoguard.army.mil) HRO webpage.

*H. Michael Edwards*  
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