



UNITED STATES GOVERNMENT  
**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**

**Christopher J. Bavasi**  
**Executive Director**

**NO FEAR ACT NOTICE (AS AMENDED)-OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**

**Notification and Federal Employee Antidiscrimination and Retaliation Act**

Pursuant to the requirements of 5 CFR 724.202 ("Notice obligations"), the Office of Navajo and Hopi Indian Relocation hereby publishes this No FEAR Act Notice. The purpose of this notice is to inform ONHIR employees, former employees, and applicants for employment of the rights and protections available under Federal antidiscrimination and whistleblower protection laws. This Notice follows the model language provided by the Office of Personnel Management in the Final Rule, Implementation of Title II of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 - Notification & Training (71 Fed. Reg. 41095).

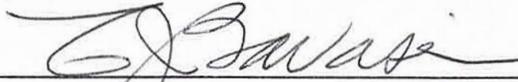
On **May 15, 2002**, Congress enacted the "**Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002**," known as the No FEAR Act. The Act is intended to "require that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws." Public Law 107-174, Title I, Section 101(1) and Congress in support of this purpose, found that "agencies cannot run effectively if those agencies practice or tolerate discrimination. The Act also requires this agency to provide this notice to Federal employees, former Federal employees & applicants for Federal employment of the rights and protections available to you under Federal antidiscrimination and whistleblower protection laws.

On **January 1, 2021**, Congress enacted the **Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020** as part of William M. Thornberry National Defense Authorization Act for Fiscal Year 2021. The amendment requires additional reporting and accountability measures to ensure greater transparency and implementation of corrective actions when necessary.

**Existing Rights Unchanged:** Pursuant to section 205 of the No FEAR Act, neither the Act nor this notice creates, expands or reduces any rights otherwise available to any employee, former employee or applicant under the laws of the United States, including the provisions of law specified in 5 U.S.C. 2302(d).

**Online Posting of EEO Complaint Data**

The No FEAR Act requires each federal agency to post on its public website summary statistical data relating to equal employment opportunity complaints filed against the agency. The agency must post data for the current fiscal year on a cumulative basis (year-to-date information), updated quarterly. An agency must also post year-end data for the five previous fiscal years for comparison purposes. The posting of EEO data on agency public websites is intended to help Congress, Federal agencies, and the public assess whether and the extent to which agencies are living up to their equal employment opportunity responsibilities.

  
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Christopher J. Bavasi, Executive Director

9/19/23  
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