



INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
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JUN 2 2004

MEMORANDUM FOR CIVILIAN AND MILITARY OFFICERS AND EMPLOYEES
ASSIGNED TO THE OFFICE OF THE INSPECTOR GENERAL OF
THE DEPARTMENT OF DEFENSE

SUBJECT: Inspector General Implementation of the Notification and Federal
Employee Antidiscrimination and Retaliation Act of 2002

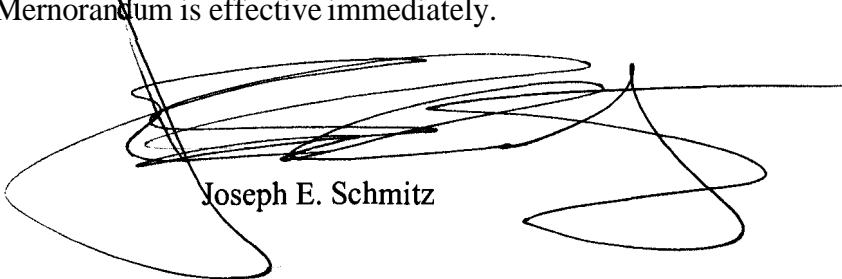
- REFERENCES:
- (a) Inspector General Act of 1978, as amended
 - (b) Public Law 107-174, May 15, 2002, "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002"
 - (c) Principal Deputy Under Secretary of Defense for Personnel and Readiness Memorandum of November 20, 2002, "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002" ("NO FEAR")
 - (d) Inspector General Policy Memorandum of October 9, 2002, "Inspector General Policy Statement on Zero Tolerance for Whistleblower Reprisal"
 - (e) Inspector General Policy Memorandum of September 18, 2002, "Inspector General Policy Statement on Equal Employment Opportunity"

Purpose: To provide policy for implementing the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act of 2002 within the Office of the Inspector General.

Statutory and Regulatory Responsibilities: Reference (a) established the Office of the Inspector General as an "independent and objective unit" of the Department of Defense. Reference (b) signed on May 15, 2002, is an Act "To require that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws; to require that each Federal agency post quarterly on its public web site, certain statistical data relating to Federal sector equal employment opportunity complaints filed with such agency; and for other purposes." (the No FEAR Act). Reference (c) delegates authority to each DoD Component for implementation of the No FEAR Act. Reference (d) provides the OIG standard for Zero Tolerance for Whistleblower Reprisal. Reference (e) prescribes the OIG commitment to Equal Employment Opportunity.

Policy Guidance: It is the policy of the Office of the Inspector General to carry out, within this office, the explicit duties of the Department of Defense under Reference (b) as delegated to each DoD Component under Reference (c). The Inspector General hereby delegates such statutory duties to the Director of the Equal Employment Opportunity Office and the Director for Civilian Reprisal Investigations to the full extent permitted by law.

Effective Date: This Policy Memorandum is effective immediately.



Joseph E. Schmitz