



THE SECRETARY OF VETERANS AFFAIRS

WASHINGTON

May 12, 2008

MEMORANDUM FOR ALL VA EMPLOYEES

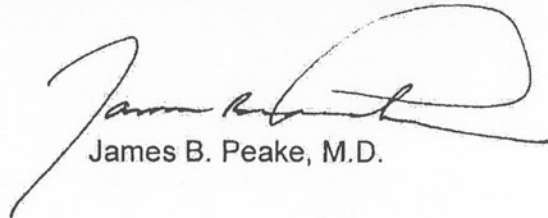
SUBJECT: Notification and Federal Employee Antidiscrimination and Retaliation Act

I want to affirm my commitment to the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) of 2002. The No FEAR Act ensures all Department of Veterans Affairs (VA) employees have the right to voice their legitimate concerns without fear of reprisal if they believe there is a violation of any law, rule, or regulation, or if there is gross mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety.

The Department will not tolerate discrimination on the basis of race, age, gender, color, national origin, disability, religion, marital status, or political affiliation, and is committed in providing timely notification of all rights and options afforded under Federal antidiscrimination, whistleblower, and retaliation laws to VA employees, former employees, and applicants for VA employment.

Please take time to review the attachment for detailed information concerning the No FEAR Act. For additional information, visit the VA Intranet Web site at: <http://vaww1.va.gov/ohrm/EmployeeRelations/grievance.htm>.

I encourage each of you to become familiar with this information.


James B. Peake, M.D.

Attachment