



THE SECRETARY OF VETERANS AFFAIRS

WASHINGTON

August 30, 2005

MEMORANDUM FOR ALL VA EMPLOYEES

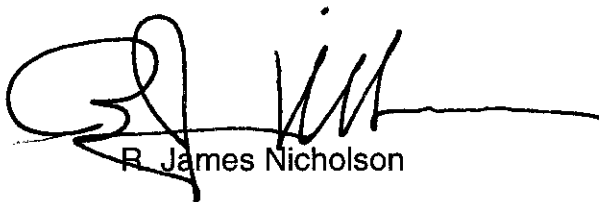
SUBJECT: Notification and Federal Employee Antidiscrimination and Retaliation Act

I would like to take this opportunity to affirm my commitment to the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) of 2002. The No FEAR Act requires the Department to provide notice to all employees, former employees, and applicants for employment of the rights and protections available under Federal antidiscrimination, whistleblower protection, and retaliation laws.

VA will not tolerate discrimination on the basis of race, age, gender, color, national origin, disability, religion, marital status, or political affiliation. Additionally, VA employees have the right to voice their 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.

Please review the attachment for detailed information concerning the No FEAR Act. For additional information visit the following VA Intranet Web site:

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



R. James Nicholson

Attachment