



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
JOINT FORCE HEADQUARTERS - NEW YORK  
330 OLD NISKAYUNA ROAD  
LATHAM, NY 12110-3514

S: 1 June 2022

MNHF

29 April 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Mandatory Equal Employment Opportunity (EEO) and No FEAR Act Training for all Federal Employees (Title 5 & 32), and Supervisors of Federal Technicians

1. References:

a. Assistant Secretary of the Army Manpower & Reserve Memorandum, 18 April 2014, subject; Equal Employment Opportunity, Anti-Harassment and No FEAR Training for Civilian Employees and their Supervisors.

b. Special Assistant to the Chief of the National Guard Bureau Memorandum, 22 Oct 2014, subject; Mandatory Army Equal Employment Opportunity, Anti-Harassment, and No FEAR Training for Department of the Army Civilian Employees and their supervisors.

2. In accordance with the "Notification and Federal Employee Ant-discrimination and Retaliation Act of 2002" (No FEAR Act), all Federal Employees (Title 5 & 32), and supervisors of Federal Employees are required to complete mandatory No FEAR Act training 90 days after the effective date of hire and every two years thereafter. The No FEAR Act places emphasis on improved government performance through enforcement, compliance, and accountability with existing employment discrimination, whistleblower, and retaliation prohibitions.

3. All Directors, GOCOM Administrative Officers and Wing Commanders are asked to ensure all Federal Employees and supervisors of Federal Employees complete the No FEAR Act training no later than 1 June 2022, and to provide verification of training to Maj Angela Vasilakos at [angela.vasilakos.1@us.af.mil](mailto:angela.vasilakos.1@us.af.mil). Training is web-based and takes approximately 30 minutes to complete. Instructions on how to complete the training are enclosed.

4. If you have any questions, please contact CPT Alisa Kupinski, State Equal Employment Manager, (518) 786-4733, or [alisa.kupinski.mil@army.mil](mailto:alisa.kupinski.mil@army.mil).

FOR THE ADJUTANT GENERAL:

Encl  
No Fear 2022 Instructions

MICHELLE BUONOME  
COL, NYANG  
Director, Federal Human Resource Office

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