THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

October 20, 2026

**Policy Statement: Implementation of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. No. 107–174**

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), as amended by the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020, requires Federal agencies to keep their employees, former employees, and applicants for employment informed of their antidiscrimination and whistleblower protections; post statistics on EEO complaints and findings of discrimination on their websites; and train all employees regarding the rights and remedies to which they are entitled under the law. Federal agencies are required to submit annual reports to Congress demonstrating their compliance with the law not later than 180 days after the end of each fiscal year.

It is the policy of the U.S. Department of Transportation to prohibit employment discrimination, interference, or retaliation for protected disclosures. I fully support the principles of the No FEAR Act, and I am committed to providing a nondiscriminatory workplace environment. I expect all departmental organizations to offer their full support to ensure compliance with the requirements of the No FEAR Act.

You can obtain further information regarding the No FEAR Act by contacting the Departmental Office of Civil Rights or by visiting www.transportation.gov/civil-rights.

Sean P. Duffy