

## **No FEAR Act Training Transcript for Bill Borchardt**

Hello.

In order for the NRC to succeed in our mission, it is absolutely essential that we're able to fully utilize the talents of every single individual. An important prerequisite of this is ensuring we have a work environment free of discrimination. That is what the No FEAR Act helps us to do.

If you are a new employee, welcome to the NRC, and if you are taking this No FEAR Act training as a refresher, thanks for taking the time to focus on this important topic. Whether you perform an administrative or technical function, the contribution each of you make every day is one of the reasons the NRC is the best place to work in the federal government. Being the best requires continuous learning. And as an agency, we are committed to providing employees with the tools and training needed to successfully achieve the agency's mission. The No FEAR Act Training is one of those tools.

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (also known as, "the No FEAR Act") took effect on October 1, 2003. Every two years, federal agencies are required to ensure that all employees are aware of their rights and responsibilities related to antidiscrimination and whistleblower protections.

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At the NRC, we present this training not only because the law requires it, but also because we believe that an informed workforce allows us to better accomplish our mission of protecting public health and safety and the environment. It also supports our organizational values of integrity, service, openness, commitment, cooperation, excellence, and respect. These values reflect qualities the NRC believes in and reflect how the NRC will conduct critical work efforts, as well as how we treat each other and our stakeholders.

At the completion of this training, you should:

- Be familiar with your rights and responsibilities under the No FEAR Act;
- Know where to file a discrimination, retaliation, or whistleblower complaint, including allegations falling within the NRC's Policy for Preventing and Eliminating Harassing Conduct in the Workplace; and
- Have increased sensitivity to the importance of a discrimination and retaliation-free workplace and its role in our success.

I hope you find this training useful.