



DEFENSE HEALTH AGENCY
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May 18, 2026

NOTICE FOR ALL DEFENSE HEALTH AGENCY EMPLOYEES


SUBJECT: Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 and Notification and Federal Employee Antidiscrimination and Retaliation Act Policy

On May 15, 2002, Congress enacted Public Law 107-174, the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, commonly referred to as the “No FEAR Act.” The Act requires Federal agencies to provide annual notice to Federal employees, former Federal employees, and applicants for Federal employment of their rights, remedies, and protections available under Federal antidiscrimination and whistleblower protection laws.

The Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 (FEAA) amends the No FEAR Act to strengthen Federal antidiscrimination laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC) and expands accountability within the Federal Government. Section 1133 of the FEAA, Notification of Violation, requires Federal agencies to post final agency actions that result in a finding of discrimination within 90 days on the agency’s public website for a minimum of 1 year. In addition, the FEAA requires that when there is a finding of discrimination against a Federal agency, the agency must report to the EEOC the disciplinary action taken because of the finding or the reason why the agency failed to take disciplinary action.

Consistent with Federal law, Defense Health Agency (DHA) prohibits discrimination against any employee or applicant for employment because of race, color, religion, national origin, sex, age, disability, genetic information, reprisal (based on protected EEO activity), or pregnancy, childbirth, or related conditions. Further, acts of retaliation against an employee who engages in EEO protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated. DHA supports the decision of its employees to exercise all available rights under Civil Rights statutes.

This Notice reaffirms our commitment to the spirit of the No FEAR Act and FEAA in ensuring that all DHA employees feel free to come forward with allegations of discrimination, wrongdoing, or misconduct, and are aware of their rights. If you require more information, please contact the Office of Equal Employment and Resolution Management at dhs.OEERM@health.mil.


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