**No FEAR Act Comprehensive Training**

**Paper Based Exam**

Employee Name: Agency:

Date of Exam: Examiner initials:

Exam Score: *(Must pass with 75% or higher)*

**Question 1**

**Identify two reasons why the No FEAR Act was enacted.**

**Options:**

* To increase Federal agencies' compliance with antidiscrimination laws
* To prevent retaliation for whistleblowing
* To enable supervisors to handle discrimination cases more secretly

**Question 2**

**Identify 2 of the 3 remedies a federal employee is entitled to seek if they have been a victim of discrimination or retaliation?**

**Options:**

* Reimbursement for lost benefits
* Back pay and lost benefits
* Compensatory damages
* Promotion as compensation

**Question 3**

**Which statement about compensating victims of discrimination and retaliation under the No FEAR Act is correct?**

**Options:**

* Agencies are responsible for compensating victims of discrimination directly.
* Agencies are responsible for reimbursing the Judgement Fund.
* Agencies must budget for possible financial payouts as a result of discrimination complaints.
* Agencies are required to petition the Bureau of the Fiscal Service for a repayment plan once a victim has been paid.

**Question 4**

**Which reimbursement scenario is correct according to an agency’s financial responsibility requirements under the No FEAR Act?**

**Options:**

* An agency includes its discrimination complaint financial obligations in its regular operating budget.
* An agency reimburses the Judgement Fund for the initial financial compensation paid to a victim of discrimination.
* An agency directly awards 50% financial compensation to a victim and 50% to the Judgement Fund.