



# United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, DC 20240

## Memorandum

To: All Department of the Interior Employees

From: Rachael S. Taylor  
Senior Advisor to the Secretary, Exercising the Delegated Authority of the  
Assistant Secretary for Policy, Management and Budget

Date: February 16, 2021

Subject: Equal Employment Opportunity (EEO), Diversity and Inclusion, and Notification  
and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act of 2002  
Training

I am pleased to share with you the Department of the Interior's EEO, Diversity and Inclusion, and No FEAR Act training. This training course will help each employee recognize their own role and responsibility in ensuring that the Department of the Interior (Department) maintains a workplace environment that is free from discrimination and remains one in which all voices and perspectives are embraced. It is one of many tools that the Department will use to meet President Biden's directive to ensure that each Federal agency serves as model for diversity and equity and takes the necessary steps to remove any barriers to equal opportunity

This course is structured as a live-action interactive video simulation. You will experience each scenario in real-time from a first-person perspective. The training provides all employees an opportunity to practice decision-making in different simulated situations and learn how to address anti-discrimination (to include anti-harassment) and whistleblowing issues. There are four goals for this training:

- Recognizing and managing our rights and responsibilities regarding anti-discrimination, anti-harassment, whistleblowing, and diversity and inclusion;
- Exploring positive and effective ways to respond to real life stressors, conduct, and performance situations;
- Enhancing interpersonal communication skills and strategies; and
- Ensuring that we, as stewards of the public trust, adhere to high ethical standards and conduct ourselves with accountability and integrity.

Successful completion of this course fulfills the Department's biennial training requirements pursuant to the No FEAR Act of 2002.