



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

December 19, 2025

The Honorable Richard Blumenthal
Ranking Member
Committee on Veterans' Affairs
United States Senate
Washington, DC 20510

Dear Senator Blumenthal:

Thank you for your November 20, 2025, letter to the Department of Veterans Affairs (VA) about the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act and the Harassment Prevention Program trainings. I deeply value VA employees' dedication and hard work in serving the Nation's Veterans, their families, and caregivers. Our employees are directly responsible for the increase in care and benefits we are delivering.

VA fosters a workplace where all individuals can contribute their talents, ideas, and perspectives in an environment free from discrimination, harassment, and retaliation. By working together, we will build and sustain a safe and respectful culture for everyone. VA has a zero-tolerance policy for discrimination, harassment, and retaliation. This includes protections based on race, color, religion, national origin, sex (including pregnancy), age (40 and older), disability, and parental status. Retaliation against anyone who raises concerns or participates in an Equal Employment Opportunity process is strictly prohibited. These protections cover all employment actions, from hiring to promotions and training.

VA inactivated both the No Fear Act and Harassment Prevention and Accountability Training (HPAT) courses on January 29, 2025. On October 4, 2025, VA implemented updated No FEAR Act training for the VA workforce. At that time, VA required all new employees and employees scheduled for retraining to complete the new course. VA plans to implement the updated HPAT course in December 2025, and will require new employees, as well as employees due for re-training, to complete this course.

Thank you for your continued support of the Nation's Veterans.

Sincerely,

A handwritten signature in blue ink, appearing to read "D. Collins".

Douglas A. Collins