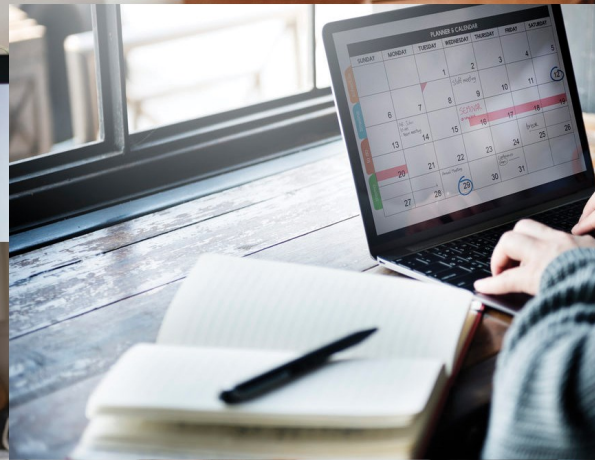
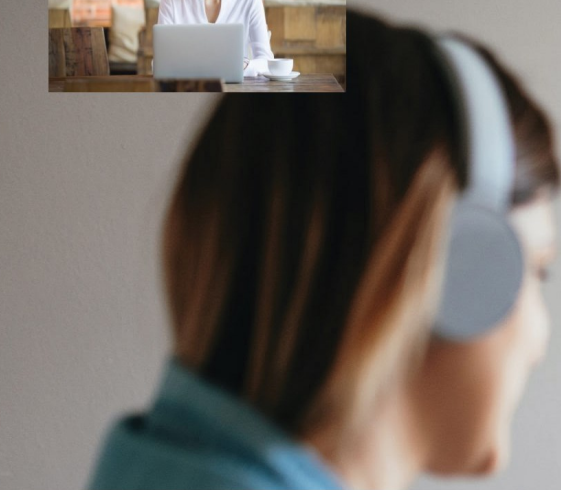
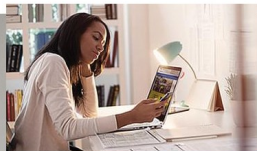


# WIFLE



# March 2021

# WELCOME TO 2021



The WIFLE Newsletter is published quarterly. Editors are Dorene Erhard and Betsy Casey.

# WIFLE E-News



**Message from  
WIFLE Foundation, Inc.,  
President Catherine Sanz and  
Vice President Jessie Lane**



## **WOMEN'S HISTORY MONTH 2021**

In March, the Women in Federal Law Enforcement Foundation, Inc. (WIFLE Inc.) celebrates with great pride National Women's History Month. Observed annually, Women's History Month highlights and pays homage to the vast accomplishments of women from all backgrounds, ethnicities, cultures, lifestyles, and differing abilities. Despite the significant challenges that women have faced throughout history, we continue to make an indelible mark on American society – and throughout the world.

One notable accomplishment that is certainly worthy of honorable mention, is in the field of law enforcement. It was not until August 8, 1969, when President Richard Nixon signed Executive Order (E.O.) 11478, "Equal Employment Opportunity in the Federal Government," into law that women could occupy positions in federal law enforcement positions (criminal investigators, investigators, police officers, etc.) -- from which they had been previously barred based on gender. Through collective determination and steadfast perseverance, women have more than proven that we have earned our rightful place in the law enforcement profession.

In closing, WIFLE is proud to stand with the trailblazers and role models who paved the way for scores of women to follow in their footsteps on the pathway to excellence in their law enforcement careers. For your courage, determination, bravery, commitment, and dedication to duty, and for the additional attributes that you bring to this valiant profession every day, "We Salute You!"

Thank you, as always, for making a difference!

# WIFLE E-News



## **WIFLE 21<sup>st</sup> ANNUAL LEADERSHIP TRAINING**

The WIFLE Foundation, Inc. announces that its 21<sup>st</sup> Annual Leadership Training is now open for registration at [WIFLEFoundation.org](http://WIFLEFoundation.org). The dates are August 16-19, 2021, at the Marriott Water Street in Tampa, Florida. Reduced fee registration for early payment runs through midnight, June 30, 2021. The WIFLE room bloc rate is the federal per diem rate of \$124 per person per night – the WIFLE bloc room deadline is July 24, 2021.

New this year is the requirement that WIFLE collect COVID vaccination status on all participants at registration – “yes vaccinated” or “Not vaccinated.” Details and registration are on the website shown above. Also, a new 2021 registration category is established specifically for students studying criminal justice in a university or college.

Be a part of the 21<sup>st</sup> Annual Leadership Training!

# WIFLE E-News

# MARIST

## Partners in Education



As a way of saying “thank you” to our members, WIFLE will be continuing our academic partnership with Marist College. The partnership offers special tuition pricing for all member organization employees and their immediate adult family members.

**MARIST.EDU/WIFLE**

### Partnership Benefits

- ▶ A 25% tuition discount on select graduate and adult undergraduate degree programs.
- ▶ The same 25% discount is extended to immediate adult family members
- ▶ Options for full-time and part-time master’s and bachelor’s degree programs offered 100% online, in class, or a combination of both.
- ▶ One-on-one advisement all throughout the process from admissions to degree completion

### Eligibility

Qualifying students must be 22 years of age or older upon admission, and applying through either Graduate Admission or Adult Undergraduate Admission. Final determination of eligibility is made by Marist College.














WIFLE  
MEMBERS RECEIVE  
**50% OFF**  
A MASTER IN PUBLIC  
ADMINISTRATION  
(MPA) DEGREE

# WIFLE E-News



## Marist Graduate Programs

We offer master's degrees and advanced certificates designed for professionals. Enhance your marketability and increase your salary potential with an advanced degree from Marist.

- ▶ **Business Administration (MBA)**  
- ▶ **Business Analytics (Advanced Certificate)**  
- ▶ **Educational Psychology (MA)**  
- ▶ **Information Systems (MS)**  
- ▶ **Information Systems (Advanced Certificate)**  
- ▶ **Integrated Marketing Communication (MA)** 
- ▶ **Clinical Mental Health Counseling (MA)**
- ▶ **Museum Studies (MA) (Florence, Italy)**
- ▶ **Public Administration (MPA)**  
- ▶ **Professional Accountancy (MS)**
- ▶ **School Psychology (MA)**
- ▶ **Software Development (MS)**

## Upcoming Events



The best way to find out about Marist's programs is to attend an open house or virtual information session! Visit the website and RSVP.



<https://www.marist.edu/admission/graduate/admission-information-session>

One-on-one advisement is available daily by appointment.

**RSVP at:** [finish.marist.edu/inquiryform](https://www.marist.edu/inquiryform)

## Undergraduate Options

Marist College offers over 40 undergraduate degrees and certificate programs, making it the perfect place for busy adults who want to complete their bachelor's degree.

- ▶ **Communication and the Arts, Digital Media and Fashion** 
- ▶ **Computer Science, Information Systems & Technology and Mathematics** 
- ▶ **Liberal Arts, History, Language, Political Science and English** 
- ▶ **Management, Economics and Accounting**
- ▶ **Biology, Chemistry, Athletic Training & Medical Technology** 
- ▶ **Criminal Justice, Social Work, Psychology and Education** 

### Accelerated Bachelor Completion Degrees (Online or On Campus)

- ▶ **Management Studies (BS)**
- ▶ **Professional Studies (BA/BS)**
- ▶ **Paralegal Certificate (ABA approved)**



For a complete list of eligible programs and discounted pricing.

<https://www.marist.edu/admission/graduate/partnerships/eligible-programs-pricing>



Offered Online



Offered Onsite



Offered Primarily in the Daytime

## For More Information Contact

**Brian Scott**  
 Director of Graduate Admission  
 (845) 575-3980  
[brian.scott@marist.edu](mailto:brian.scott@marist.edu)

3399 North Road Poughkeepsie, NY 12601

P (888) 877-7900  
 F (845) 575-3166  
[marist.edu/graduate](http://marist.edu/graduate)  
[graduate@marist.edu](mailto:graduate@marist.edu)

# WIFLE E-News



## MENTAL HEALTH AND WELLNESS



## Simple ways to be kind to your mind

Mental and emotional wellness are important parts of your overall health. Being good to your mind is just as important as being good to your body — and that means living a healthy lifestyle, paying attention to how you feel, and doing simple things to take care of the whole you.

### Stick to a sleep schedule

Lack of sleep affects your mood, mental sharpness, and ability to handle stress. It's also linked to mental health conditions like depression and anxiety. To create a healthy routine, go to bed and wake up at the same time every day — even on weekends.

### Move your body, lift your mood

Exercise can release tension, tame stress, and improve your sense of well-being.

### Find your words

Speak up if you're struggling. The people in your life are there for a reason, so be honest with your loved ones if you're having a rough time. They can't help unless they know you need their support.

Visit [kp.org/selfcare](https://kp.org/selfcare).

Kaiser Permanente health plans around the country: Kaiser Foundation Health Plan, Inc., in Northern and Southern California and Hawaii • Kaiser Foundation Health Plan of Colorado • Kaiser Foundation Health Plan of Georgia, Inc., Nine Piedmont Center, 3495 Piedmont Road NE, Atlanta, GA 30305, 404-364-7000 • Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc., in Maryland, Virginia, and Washington, D.C., 2101 E. Jefferson St., Rockville, MD 20852 • Kaiser Foundation Health Plan of the Northwest, 500 NE Multnomah St., Suite 100, Portland, OR 97232 • Kaiser Foundation Health Plan of Washington or Kaiser Foundation Health Plan of Washington Options, Inc., 601 Union St., Suite 3100, Seattle, WA 98101

# WIFLE E-News



STARR  
WRIGHT  
USA

## CONSIDERING FEPLI? HERE ARE FIVE THINGS YOU NEED TO KNOW

As a federal employee, you know that any mistake can lead to serious consequences. Even baseless accusations can put your career and your finances at risk. But there is a solution. Federal Employee Professional Liability Insurance (FEPLI) provides the insurance protection you need. Here are five things to know about the coverage.

### **1. Your policy will include key coverages for federal workers.**

Federal employees are subject to certain risks, and FEPLI coverage can provide protections for these risks.

Different plans are available to meet the unique level of risk that comes with different positions.

Depending on the plan option you select, your FEPLI policy can provide coverage for the following:

- Disciplinary actions or investigations

- Allegations of negligence

- Failure to perform professional duties

- Defense against administrative proceedings to revoke a security clearance

- Baseless accusations of discrimination, harassment or retaliation

- Liability arising out of acts, errors or omissions under the Law Enforcement Officers Safety Act

### **2. Claims can happen to anyone.**

To err is human. No matter how careful you are, you can't guarantee that you won't make a mistake.

You forget something, you misjudge something, and that's it – you're facing an investigation.

And even if you don't do anything wrong, accusations are still possible. An action you believe is reasonable may result in a claim of harassment or discrimination. In some cases, false accusations may be made by disgruntled workers as a form of revenge. You may know that you're not responsible, but proving it is a different matter.

### **3. Your employer might not defend you.**

As a diligent federal employee, you may assume that your federal agency will have your back if anything happens. Don't be so sure. Liability issues can get complicated, and your agency may decide to terminate or otherwise discipline you if anything goes wrong.

This is true even if you're part of a union. Although your union has a duty to protect the rights of its members, this does not guarantee that the union will give you the representation you desire during a dispute.

### **4. Your insurer can organize your defense.**

If someone filed a baseless discrimination claim against you, would you know how to proceed on your own? Many people wouldn't even know where to start.

FEPLI provides more than a payout if you're sued. After a covered complaint is filed against you, Starr Wright USA will assist you in accessing the legal resources to plan your defense. This will help you avoid negative outcomes and protect your career. FEPLI obtained through Starr Wright USA also assists with legal defense costs for covered claims.

# WIFLE E-News

## 5. You may be reimbursed for your premiums.

FEPLI coverage provides a good value. Depending on the policy you select, a FEPLI policy can cost under \$300 a year - an average of only about \$1 per day.

Even better, qualified federal employees are eligible for reimbursement of up to 50 percent (or up to \$150) of their Starr Wright USA FEPLI premium. Talk to your HR department to see if you qualify for reimbursement.

And if you're on the fence about whether you need FEPLI coverage, think about this – the federal government considers coverage important enough to provide reimbursement for qualified employees. Shouldn't it be important to you as well?

***As a Sponsor of WIFLE, Starr Wright USA offers all members 10% off the regular cost of FEPLI!***

[Get coverage today](#)

Article authored by and containing the opinions of Starr Wright USA. This article is offered solely for informational purposes. Starr Wright USA is a marketing name for Starr Wright Insurance Agency, Inc. and its affiliate(s). Starr Wright USA is an insurance agency specializing in insurance solutions for federal employees and federal contractors. For more information, visit [wrightusa.com](http://wrightusa.com). Starr Wright USA is a division of Starr Insurance Companies, which is a marketing name for the operating insurance and travel assistance companies and subsidiaries of Starr International Company, Inc. and for the investment business of C.V. Starr & Co., Inc.



## EXCELSIOR NEWS AND EVENTS UPDATES!

### Transfer Made Easy: Excelsior College Information Session

#### **March 3 @ 3:00 pm - 4:00 pm EST**

In this webinar we will provide an overview of Excelsior College and the many ways that you can transfer in credits, or earn credits as a student. We will also highlight the benefits we have to offer as well as the individual schools and degree programs that we have available.

To register and for more details, please visit [https://excelsior.zoom.us/webinar/register/WN\\_1aGxSOGgRKYGeeMI398MiQ](https://excelsior.zoom.us/webinar/register/WN_1aGxSOGgRKYGeeMI398MiQ)

### Veterans Benefit Webinar

#### **March 16 @ 12:00 pm - 1:00 pm EDT**

Learn how to maximize your veteran educational benefits, learn about opportunities offered through veteran membership organizations, and discover why Excelsior College is continually recognized for serving Veteran and Military Students by attending our upcoming webinar.

During this webinar, you will discover how to use your benefits to achieve your educational and career goals. You'll also hear from Excelsior College staff about career/networking opportunities just for veterans, and



# WIFLE E-News

how your military experience can be applied as credit so you can complete your degree sooner and take your career to the next level. To register, visit [https://excelsior.zoom.us/webinar/register/WN\\_CeJQWTGHSBGdmvqjMuWqgg](https://excelsior.zoom.us/webinar/register/WN_CeJQWTGHSBGdmvqjMuWqgg)

## [Webinar: HR Legal Update](#)

**March 22 @ 12:00 pm - 1:00 pm EDT**

A human resource legal and compliance update is essential for learning about the ever-changing legislation for HR managers. Attend our webinar to discuss new legislation impacting human resource functions. Topics include family policies, pay equity, overtime, National Labor Relations Board, immigration, and equal employment opportunity. In addition, we will discuss strategies for informing employees about the new federal legislation through policies and training programs. Panelists include Dr. Michele Paludi, Matthew Baird, and Karen Jones. This webinar addresses topics covered in all HR courses offered at Excelsior.

[Click to register](#)

**Presented by SHRM Student Chapter at Excelsior College**  
[Transfer Made Easy: Excelsior College Information Session](#)

**April 7 @ 3:00 pm - 4:00 pm EDT**

In this webinar we will provide an overview of Excelsior College and the many ways that you can transfer in credits, or earn credits as a student. We will also highlight the benefits we have to offer as well as the individual schools and degree programs that we have available.

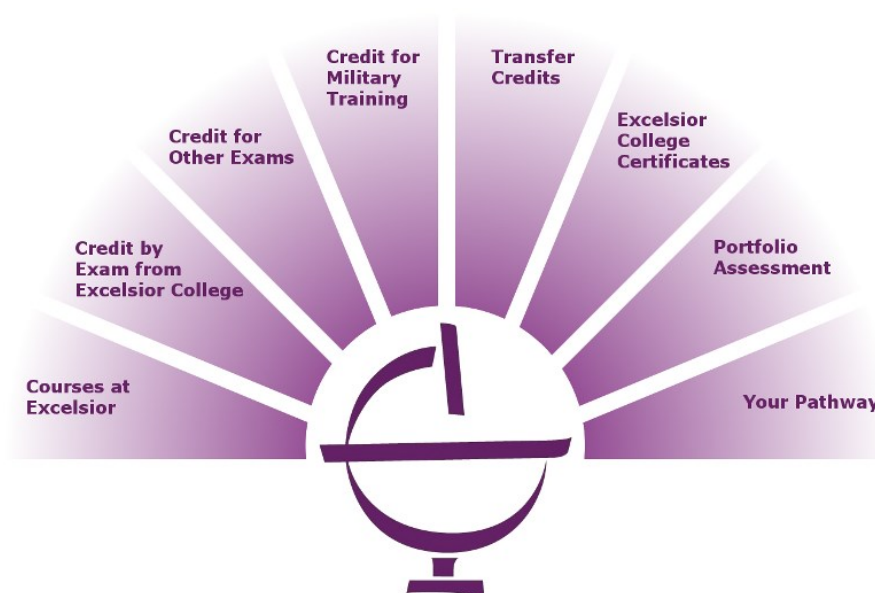
To register and for more details, please visit [https://excelsior.zoom.us/webinar/register/WN\\_AeV75WfESx6-rgl4UDwvhQ](https://excelsior.zoom.us/webinar/register/WN_AeV75WfESx6-rgl4UDwvhQ)

## [Webinar: Transfer Made Easy](#)

**May 5 @ 3:00 pm - 4:00 pm EDT**

In this webinar we'll provide an overview of Excelsior College and the many ways that you can transfer in credits, or earn credits as a student. We will also highlight the benefits we have to offer as well as the individual schools and degree programs that we have available.

To register, visit [https://excelsior.zoom.us/webinar/register/WN\\_xsLkW79DSLjeEb3hJKqPA](https://excelsior.zoom.us/webinar/register/WN_xsLkW79DSLjeEb3hJKqPA)



# WIFLE E-News

## Sued for doing my job?

**A webinar for all WIFLE members to their personal financial exposure under the Religious Freedom Restoration Act of 1993.**

Did you know you could be sued personally for doing your federal job? Do you know what kinds of actions can expose you to personal liability for your work? If you are sued for doing your job, do you know how to request DOJ representation to defend you?

Just recently, the Supreme Court unanimously held all federal employees can be personally sued under the Religious Freedom Restoration Act of 1993, for claims that their work “substantially burden[ed] a person’s exercise of religion.”

For almost 200 years after “we the people” established the United States, federal workers were insulated from financial liability for the work they performed on behalf of their federal employers. That changed in 1971, when the Supreme Court issued its landmark Bivens decision, opening the door for federal law enforcement personnel to be sued for violating constitutional rights. In the decades that followed, Congress and the Supreme Court went back and forth about whether to expand Bivens into additional types of claims against federal employees.

Since 1993, it was unsettled whether RFRA separately exposed federal employees to personal liability. Then, at the end of 2020, the Supreme Court settled the issue in Tanzin v. Tanvir by holding that Congress intended RFRA to expose federal employees to personal liability for money damages.

Multiple RFRA lawsuits have been filed since Tanzin asking federal courts to hold DHS and USDA employees personally financially liable for actions they took on behalf of their federal employers. RFRA lawsuits against federal employees across government are surely on the way.

In this live webinar, an attorney of Shaw Bransford & Roth, PC will explain the history of lawsuits against federal employees and what the Tanzin decision means for you. We will also explain the framework

DOJ uses to provide legal representation to personally sued federal employees, and how that framework may apply to RFRA lawsuits.

**The webinar will take place on Tuesday, March 30, 2021 at 1:00 pm EST. Register now by clicking [here](#).**

Shaw Bransford & Roth provides legal services to current and former federal employees, federal employee associations, and federal agencies across the Executive Branch. We are distinguished in our practice area for being designated by DOJ to represent personally-sued federal employees in three Bivens cases before the Supreme Court that established the modern framework for whether to allow Bivens suits against federal employees.

As a WIFLE member, our firm offers a free 30-minute telephone consultation within any 12 month period on employment-related issues with an attorney of the law firm. To schedule a consultation, please contact us and remember to state that you are a WIFLE member:

**[hotline@shawbransford.com](mailto:hotline@shawbransford.com).**



# WIFLE E-News



Peter J. Jeffrey, Esq., Member  
The Jeffrey Law Group, PLLC  
The Federal Employee's Law Firm®

## DEADLINES MATTER – AT LEAST FOR COMPLAINANTS IN EEO MATTERS

By [Peter J. Jeffrey, Esq.](#), Member, [The Jeffrey Law Group, PLLC](#)



The process for filing and prosecuting EEO complaints in the federal sector differs sharply from the private sector. As a federal employee, you must seek EEO counseling within forty-five (45) days of an agency's alleged act of discrimination or, if the claim involves a personnel action (e.x., leave request denial, performance rating, or disciplinary action), within forty-five (45) days of the effective date of the action. 29 CFR 1614.105 (a)(1). If you do not settle the dispute during pre-complaint counseling, you must file your formal complaint within fifteen (15) days of receipt of the notice of final interview. 29 CFR 1614.106 (b). If you fail to meet either of these deadlines, your agency may dismiss your complaint and, as a result, lose any entitlement to seek relief over that alleged discriminatory act. 29 CFR 1614.107 (a)(2).

Although the time limit for seeking EEO counseling or filing a formal complaint is subject to "waiver, estoppel and equitable tolling," to meet that threshold is difficult. For example, the EEOC generally refuses to waive the time limits for a complainant dealing with the death of a relative. *See Ponte v. Secretary of the Treasury*, EEOC Appeal No. 01A00899 (2000) (death of nephew, in addition to inability to hire attorney, does not justify untimeliness); *Smith v. Postmaster General*, EEOC Appeal No. 01965183 (1997) (death of aunt not sufficient to extend time limit); *Shaw v. Postmaster General*, EEOC Appeal No. 01A22285 (2002) (depression and mother's death, absent evidence that the claimant was so incapacitated that she was unable to file a complaint, does not warrant extension of the time limit). In fact, even when the EEOC has found that the death of a close relative to be sufficient reason to waive the time limit, it has only done so when the death occurred under unique and "heinous circumstances," and where complainant acted diligently to pursue the complaint shortly after the expiration of the deadline. *See Symiah W. Morgan v. Postmaster General*, EEOC Appeal No. 01A31023 (2003) (father's murder of his wife, and thereafter his suicide, resulting in the invalidation of his life insurance and dying intestate, presented unique enough circumstances for the EEOC to find adequate grounds to extend the time limit).

At the Jeffrey Law Group, PLLC, we assist federal employees at all stages of the federal sector EEO Complaint process, such as:

- Initial consultation in evaluating your federal sector EEO complaint;
- Initiating EEO counseling;
- Representation during EEO counseling and/or alternative dispute resolution (ADR);

# WIFLE E-News

Filing formal complaints and representation throughout the agency's administrative investigation;  
 Representation during settlement negotiations;  
 Representation during discovery, in pre-hearing procedures, and at hearings before an EEOC administrative judge; and  
 Appeals of final agency decisions to the EEOC Office of Federal Operations.

Let the Jeffrey Law Group, PLLC, help you **timely** navigate your federal sector EEO complaint.

*The information contained in this article is of a general nature and is subject to change; it is not meant to serve as legal advice in any particular situation. For specific legal advice, the authors recommend you consult a licensed attorney who is knowledgeable about the area of law in question.*



## The Federal Long Term Care Insurance Program™

[www.LTCFEDS.com](http://www.LTCFEDS.com)

### **Long Term Care Planning Made Easy: Find a Plan That's Right for You**

You may already be aware of what long term care is, whether it's through personal experience caregiving for a loved one who needs daily assistance, or knowing a family member or friend who requires more support as they age. As you learn more about long term care, consider the possibility that you may need this type of care in the future and start planning for it today.

Did you know that 70% percent<sup>1</sup> of Americans older than age 65 will need long term care at some point in their lives? This means personal care and other related services provided on an extended basis to people who need help with everyday activities or supervision due to a severe cognitive impairment, such as Alzheimer's disease. Because long term care is not typically covered by health or other types of traditional insurance, it is most often provided at home by adult children, other family members, and friends. Caregiving can be stressful, and often takes a toll on a caregiver's health and well-being.

For this reason, you may want to research standalone long term care insurance like the coverage that is offered under the Federal Long Term Care Insurance Program (FLTCIP). Designed specifically for the federal family, the FLTCIP provides insurance coverage that reimburses for long term care in places like a nursing home, an assisted living facility, or at home. Purchasing coverage under the FLTCIP may help you protect your savings and assets as well as remain

# WIFLE E-News

independent in the event you ever need long term care.

## Build a FLTCIP plan

There's no one-size-fits-all when it comes to long term care insurance, and it's no secret that planning for your future care can be overwhelming. The FLTCIP's Guided Planner was designed to simplify the process of building a FLTCIP plan that's right for you. When choosing a plan, consider the role your family may play in providing your care, the cost of care where you live or plan to retire, and how your coverage may contribute to your broader financial goals. The Guided Planner will guide you through these key considerations:

**Cost of care:** Compare the national average cost of long term care with other locations in the United States. You can choose where you live, or plan to retire.

**Care options:** Learn more about different care options, such as home care, assisted living facilities, and nursing homes, as well as the associated costs.

**Inflation protection:** Understand the impact of inflation on the cost of care over time and see examples of how our inflation protection options can help.

The FLTCIP Guided Planner will help you build a plan based on three benefit choices. These, along with your age, will help you determine your coverage and premium:

daily benefit amount  
benefit period  
inflation protection

To begin your journey, visit [LTCFEDS.com](https://www.LTCFEDS.com) to learn more about the FLTCIP and build a plan that's right for you.

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, insured by John Hancock Life & Health Insurance Company, under a group long term care insurance policy, and administered by Long Term Care Partners, LLC.

*1. U.S. Department of Health and Human Services. "The Basics," <https://longtermcare.acl.gov/the-basics/> (accessed August 2020).*

# WIFLE E-News



For information about Professional Liability Insurance,  
visit [www.fedsprotection.com](http://www.fedsprotection.com) or  
call (866) 955-FEDS M-F 8:30am-6pm.



## DOMESTIC TERRORISM

### WHEN EXTREMISTS MAKE ALLEGATIONS AGAINST LAW ENFORCEMENT OFFICERS

If you're not undertaking the arduous task of combatting the threat posed by domestic extremist groups, you might not have considered the dangers they pose to you directly in addition to the public as a whole. The following articles are must reads as they address the dangers as well as the reasons law enforcement officers are so frustrated not only with the existing statutory definition of domestic terrorism, but the problems associated with the crucial federal investigative and prosecutorial resources needed to combat this threat.

[DHS is shifting to face the threat of Domestic Terrorism](#)

[Domestic terrorism: A more urgent threat, but weaker laws](#)

Federal agencies are currently undertaking the grueling task of combatting the threat posed by domestic extremist groups who used the social and political unrest of 2020 as an opportunity to form alliances based on their deeply anti-government ideology. Leading up to the January 6, 2021 attack on the Capitol, groups such as the Proud Boys, Three Percenters, and Oath Keepers grew in rank and resources, presenting an imminent and ongoing threat for federal law enforcement officers.

Federal law enforcement officers are at risk—physically, legally, and financially – as they track and detain these violent anti-government criminals. Members of these domestic extremist groups, especially “Sovereign Citizens,” are notorious for flooding courts with baseless lawsuits to delay their prosecution. Federal law enforcement officers interacting with these extremists must be prepared for the barrage of untrue allegations these individuals and groups use to intimidate and damage officers and as a delay tactic. It is imperative that you understand even illegitimate claims can become financially and emotionally draining as they are time-consuming legal disputes.

WIFLE recommends professional liability insurance.

FEDS understands your unique risks and the dangers and inherent stressors of the job.

FEDS attorneys know how to vigorously defend.

# WIFLE E-News

Enrollment takes just 5 minutes – and your agency will reimburse up to half the cost. Coverage must be in place PRIOR TO the incident that leads to the claim – or you're too late.

Please visit [www.fedsprotection.com](http://www.fedsprotection.com) or call (866) 955-FEDS – and don't forget to enter "WIFLE" when prompted for the discount code.

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## WIFLE FOUNDATION ANNUAL LEADERSHIP TRAINING

Register Online at [WIFLEFoundation.org](http://WIFLEFoundation.org)

