

heads of other Federal departments and agencies to expand and facilitate the use of existing Federal programs and resources in support of eligible family member employment.

(6) The Secretary shall establish a family liaison office to carry out this subsection and such other functions as the Secretary may determine.

(7) In this subsection, the term “eligible family member” refers to family members of government employees assigned abroad or hired for service at their post of residence who are appointed by the Secretary of State or the Administrator of the United States Agency for International Development pursuant to sections 3902, 3922, 3943, and 3951 of this title.

(Pub. L. 96-465, title I, § 706, Oct. 17, 1980, 94 Stat. 2101; Pub. L. 105-277, div. G, subdiv. B, title XXIII, § 2314(a), Oct. 21, 1998, 112 Stat. 2681-827; Pub. L. 117-81, div. F, title LXII, § 6203, Dec. 27, 2021, 135 Stat. 2389.)

#### Editorial Notes

##### AMENDMENTS

2021—Subsec. (b)(1). Pub. L. 117-81, § 6203(1)(A), which directed substitution of “The Secretary shall implement such measures as the Secretary considers necessary to facilitate the employment of spouses and members of the Service. The measures may include—” for “The Secretary may facilitate the employment of spouses of members of the Foreign Service by—” in introductory provisions, was executed by making the substitution for “The Secretary may facilitate the employment of spouses of members of the Service by—”, to reflect the probable intent of Congress.

Subsec. (b)(1)(C). Pub. L. 117-81, § 6203(1)(C), which directed amendment of subpar. (C) to read as follows: “establishing a program for assisting eligible family members in accessing employment and education opportunities, as appropriate, including by exercising the authorities, in relevant part, under sections 1784 and 1784a of title 10 and subject to such regulations as the Secretary may prescribe modeled after those prescribed pursuant to subsection (b) of such section 1784;”, could not be executed because of the prior redesignation of subpar. (C) as (D) by Pub. L. 117-81, § 6203(1)(B). See below.

Subsec. (b)(1)(D). Pub. L. 117-81, § 6203(1)(B), redesignated subpar. (C) as (D).

Subsec. (b)(2) to (5). Pub. L. 117-81, § 6203(3), added pars. (2) to (5). Former par. (2) redesignated (6).

Subsec. (b)(6). Pub. L. 117-81, § 6203(2), redesignated par. (2) as (6).

Subsec. (b)(7). Pub. L. 117-81, § 6203(4), added par. (7).

1998—Subsec. (a). Pub. L. 105-277 inserted at end “Career counseling and related services provided pursuant to this chapter shall not be construed to permit an assignment that consists primarily of paid time to conduct a job search and without other substantive duties for more than one month.”

#### Statutory Notes and Related Subsidiaries

##### EFFECTIVE DATE OF 1998 AMENDMENT

Pub. L. 105-277, div. G, subdiv. B, title XXIII, § 2314(b), Oct. 21, 1998, 112 Stat. 2681-828, provided that: “The amendment made by subsection (a) [amending this section] shall be effective 180 days after the date of the enactment of this Act [Oct. 21, 1998].”

##### AUTHORITY OF SECRETARY OF STATE

Except as otherwise provided, Secretary of State to have and exercise any authority vested by law in any official or office of Department of State and references to such officials or offices deemed to refer to Secretary of State or Department of State, as appropriate, see

section 2651a of this title and section 161(d) of Pub. L. 103-236, set out as a note under section 2651a of this title.

#### § 4027. Visiting Scholars Program

##### (a) Establishment of program

There is authorized to be established at the institution a program whereby selected scholars would participate fully in the educational and training activities of the institution. This program may be referred to as the “Visiting Scholars Program”.

##### (b) Selection and appointment of scholars

(1) Scholars participating in the Visiting Scholars Program shall be selected by a five-member board described in subsection (c).

(2) Each visiting scholar shall serve a term of one year, except that such term may be extended for one additional one-year period.

##### (c) Establishment of selection board

The board referred to in subsection (b) shall be composed of the Director of the institution, who shall serve as chairperson, and four other members appointed by the Secretary of State.

(Pub. L. 96-465, title I, § 707, as added Pub. L. 101-246, title I, § 144(a), Feb. 16, 1990, 104 Stat. 36; amended Pub. L. 103-236, title I, § 126(3), Apr. 30, 1994, 108 Stat. 394.)

#### Editorial Notes

##### AMENDMENTS

1994—Subsecs. (a), (c). Pub. L. 103-236 substituted “institution” for “Foreign Service Institute” and “Institute” in subsec. (a) and “institution” for “Foreign Service Institute” in subsec. (c).

#### § 4028. Training for Foreign Service officers

##### (a) Human rights, religious freedom, and human trafficking training

###### (1) In general

The Secretary of State, with the assistance of other relevant officials, such as the Ambassador at Large for International Religious Freedom appointed under section 6411(b) of this title, the Director of the Office to Monitor and Combat Trafficking, and the director of the George P. Shultz National Foreign Affairs Training Center, shall establish as part of the standard training provided after January 1, 1999, for officers of the Service, including chiefs of mission, instruction in the field of internationally recognized human rights. Such training shall include—

(A) instruction on international documents and United States policy in human rights, which shall be mandatory for all members of the Service having reporting responsibilities relating to human rights and for chiefs of mission;

(B) instruction on the internationally recognized right to freedom of religion, the nature, activities, and beliefs of different religions, and the various aspects and manifestations of violations of religious freedom;

(C) instruction on international documents and United States policy on trafficking in persons, including provisions of

the Trafficking Victims Protection Act of 2000 (division A of Public Law 106-386; 22 U.S.C. 7101 et seq.) which may affect the United States bilateral relationships; and

(D) for Foreign Service Officers who will be assigned to a country experiencing or at risk of mass atrocities, as determined by the Secretary of State, in consultation with the Director of National Intelligence and relevant civil society organizations, instruction on recognizing patterns of escalation and early warning signs of potential atrocities, and methods of preventing and responding to atrocities, including conflict assessment methods, peacebuilding, mediation for prevention, early action and response, and appropriate transitional justice measures to address atrocities.

## **(2) Religious freedom training**

### **(A) In general**

In carrying out the training required under paragraph (1)(B), the Director of the George P. Shultz National Foreign Affairs Training Center shall, not later than the one year after December 16, 2016, conduct training on religious freedom for all Foreign Service officers, including all entry level officers, all officers prior to departure for posting outside the United States, and all outgoing deputy chiefs of mission and ambassadors. Such training shall be included in—

- (i) the A-100 course attended by all Foreign Service officers;
- (ii) the courses required of every Foreign Service officer prior to a posting outside the United States, with segments tailored to the particular religious demography, religious freedom conditions, and United States strategies for advancing religious freedom, in each receiving country; and
- (iii) the courses required of all outgoing deputy chiefs of mission and ambassadors.

### **(B) Development of curriculum**

In carrying out the training required under paragraph (1)(B), the Ambassador at Large for International Religious Freedom, in coordination with the Director of the George P. Shultz National Foreign Affairs Training Center and other Federal officials, as appropriate, and in consultation with the United States Commission on International Religious Freedom established under section 6431(a) of this title, shall make recommendations to the Secretary of State regarding a curriculum for the training of United States Foreign Service officers under paragraph (1)(B) on the scope and strategic value of international religious freedom, how violations of international religious freedom harm fundamental United States interests, how the advancement of international religious freedom can advance such interests, how United States international religious freedom policy should be carried out in practice by United States diplomats and other Foreign Service officers, and the relevance and relationship of international religious freedom to United States defense, diplo-

macy, development, and public affairs efforts. The Secretary of State should ensure the availability of sufficient resources to develop and implement such curriculum.

### **(C) Information sharing**

The curriculum and training materials developed under this paragraph shall be shared with the United States Armed Forces and other Federal departments and agencies with personnel who are stationed overseas, as appropriate, to provide training on—

- (i) United States religious freedom policies;
- (ii) religious traditions;
- (iii) religious engagement strategies;
- (iv) religious and cultural issues; and
- (v) efforts to counter violent religious extremism.

### **(b) Refugees**

The Secretary of State shall provide sessions on refugee law and adjudications and on religious persecution to each individual seeking a commission as a United States consular officer. The Secretary shall also ensure that any member of the Service who is assigned to a position that may be called upon to assess requests for consideration for refugee admissions, including any consular officer, has completed training on refugee law and refugee adjudications in addition to the training required in this section.

### **(c) Child soldiers**

The Secretary of State, with the assistance of other relevant officials, shall establish as part of the standard training provided for chiefs of mission, deputy chiefs of mission, and other officers of the Service who are or will be involved in the assessment of child soldier use or the drafting of the annual Human Rights Report instruction on matters related to child soldiers, and the substance of the Child Soldiers Prevention Act of 2008.

### **(d) Economic and commercial diplomacy**

The Secretary of State, with the assistance of other relevant officials and the private sector, shall establish as part of the standard training provided for economic and commercial officers of the Foreign Service, chiefs of mission, and deputy chiefs of mission, training on matters related to economic and commercial diplomacy, with particular attention to market access and other elements of an enabling framework for United States businesses, commercial advocacy, and United States foreign economic policy, in addition to awareness about the support of the United States Government available to United States businesses, including support provided by the Department of Agriculture, the Department of Commerce, the Export-Import Bank of the United States, the Millennium Challenge Corporation, the Trade and Development Agency, the Department of the Treasury, the United States Agency for International Development, and the United States International Development Finance Corporation.

(Pub. L. 96-465, title I, § 708, as added and amended Pub. L. 105-292, title I, § 104, title VI, § 602(b), Oct. 27, 1998, 112 Stat. 2795, 2812; Pub. L. 107-132, § 2(b), Jan. 16, 2002, 115 Stat. 2412; Pub. L. 109-164,

title I, §104(d), Jan. 10, 2006, 119 Stat. 3565; Pub. L. 110-457, title IV, §406, Dec. 23, 2008, 122 Stat. 5091; Pub. L. 114-281, title I, §103(a), Dec. 16, 2016, 130 Stat. 1430; Pub. L. 115-441, §4, Jan. 14, 2019, 132 Stat. 5587; Pub. L. 116-94, div. J, title VII, §705, Dec. 20, 2019, 133 Stat. 3071.)

#### Editorial Notes

##### REFERENCES IN TEXT

The Trafficking Victims Protection Act of 2000, referred to in subsec. (a)(1)(C), is div. A of Pub. L. 106-386, Oct. 28, 2000, 114 Stat. 1466, which is classified principally to chapter 78 (§7101 et seq.) of this title. For complete classification of this Act to the Code, see Short Title note set out under section 7101 of this title and Tables.

The Child Soldiers Prevention Act of 2008, referred to in subsec. (c), is title IV of Pub. L. 110-457, Dec. 23, 2008, 122 Stat. 5087, which is classified principally to sections 2370c to 2370c-2 of this title. For complete classification of this Act to the Code, see Short Title of 2008 Amendment note set out under section 2151 of this title and Tables.

##### AMENDMENTS

2019—Subsec. (a)(1)(D). Pub. L. 115-441 added subpar. (D).

Subsec. (d). Pub. L. 116-94 added subsec. (d).

2016—Subsec. (a). Pub. L. 114-281, §103(a)(1), inserted subsec. heading, designated existing provisions as par. (1) and inserted par. heading, redesignated former pars. (1) to (3) as subpars. (A) to (C), respectively, and added par. (2).

Subsecs. (b), (c). Pub. L. 114-281, §103(a)(2), (3), inserted headings.

2008—Subsec. (c). Pub. L. 110-457 added subsec. (c).

2006—Subsec. (a). Pub. L. 109-164 inserted “, the Director of the Office to Monitor and Combat Trafficking,” after “section 6411(b) of this title” in introductory provisions and added par. (3).

2002—Subsec. (a). Pub. L. 107-132 inserted “George P. Shultz” after “director of the” in introductory provisions.

1998—Pub. L. 105-292, §602(b), designated existing provisions as subsec. (a) and added subsec. (b).

#### Statutory Notes and Related Subsidiaries

##### EFFECTIVE DATE OF 2008 AMENDMENT

Amendment by Pub. L. 110-457 effective 180 days after Dec. 23, 2008, see section 407 of Pub. L. 110-457, set out as an Effective Date note under section 2370c of this title.

#### § 4029. Increased training in multilateral diplomacy

##### (1) Statement of policy

It shall be the policy of the United States that training courses should be established for Foreign Service Officers and civil service employees of the State Department, including appropriate chiefs of mission, on the conduct of multilateral diplomacy, including the conduct of negotiations at international organizations and multilateral institutions, negotiating skills that are required at multilateral settings, coalition-building techniques, and lessons learned from previous United States multilateral negotiations.

##### (2) Personnel

###### (A) In general

The Secretary shall ensure that the training described in paragraph (1) is provided at var-

ious stages of the career of members of the Service.

##### (B) Actions of the Secretary

The Secretary shall ensure that—

(i) officers of the Service receive training on the conduct of diplomacy at international organizations and other multilateral institutions and at broad-based multilateral negotiations of international instruments as part of their training upon entry into the Service; and

(ii) officers of the Service, including chiefs of mission, who are assigned to United States missions representing the United States to international organizations and other multilateral institutions or who are assigned in Washington, D.C., to positions that have as their primary responsibility formulation of policy toward such organizations and institutions or toward participation in broad-based multilateral negotiations of international instruments, receive specialized training in the areas described in paragraph (1) prior to beginning of service for such assignment or, if receiving such training at that time is not practical, within the first year of beginning such assignment.

##### (3) Training for civil service employees

The Secretary shall ensure that employees of the Department of State who are members of the civil service and who are assigned to positions described in paragraph (2) receive training described in paragraph (1) prior to the beginning of service for such assignment or, if receiving such training at such time is not practical, within the first year of beginning such assignment.

(Pub. L. 108-458, title VII, §7111(c), Dec. 17, 2004, 118 Stat. 3795.)

#### Editorial Notes

##### CODIFICATION

Section was enacted as part of the Intelligence Reform and Terrorism Prevention Act of 2004, and also as part of the 9/11 Commission Implementation Act of 2004, and not as part of the Foreign Service Act of 1980 which comprises this chapter.

#### SUBCHAPTER VIII—FOREIGN SERVICE RETIREMENT AND DISABILITY

##### PART I—FOREIGN SERVICE RETIREMENT AND DISABILITY SYSTEM

#### § 4041. Administration

In accordance with such regulations as the President may prescribe, the Secretary of State shall administer the Foreign Service Retirement and Disability System (hereinafter in this part referred to as the “System”), originally established pursuant to section 18 of the Act of May 24, 1924 (43 Stat. 144).

(Pub. L. 96-465, title I, §801, Oct. 17, 1980, 94 Stat. 2102; Pub. L. 99-335, title IV, §402(a)(2), June 6, 1986, 100 Stat. 609.)

#### Editorial Notes

##### REFERENCES IN TEXT

Section 18 of the Act of May 24, 1924 (43 Stat. 144), referred to in text, which was classified to section 21 of