



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY



06 NOV 2017

MEMORANDUM FOR DISTRIBUTION O

FROM: HQ USAFA/CC

SUBJECT: Commanders Emphasis on Equal Opportunity Treatment and Employment

1. In today's Air Force, promoting equal opportunity and treatment is a professional responsibility of all Air Force personnel. Our mission requires everyone to work as a team, and your support is absolutely essential in sustaining an environment which recognizes human dignity and the importance of our most valuable resource - our people. At the United States Air Force Academy (USAFA), we are committed to ensuring equal opportunity, treatment of race, color, religion, sex and national origin. Additionally, sexual orientation, and sexual harassment are included for our military members. In the case of our civilian counterparts, age and disabilities are included. Unlawful discrimination interferes with the ability to perform at a person's highest level of proficiency, reduces productivity, degrades morale, ultimately impacts mission readiness – and will not be tolerated.
2. We expect your support in identifying and eliminating unlawful discrimination at USAFA. Commanders and supervisors are responsible for creating an environment where individuals feel comfortable expressing concerns of discrimination. Commanders will take swift, firm, corrective action whenever such allegations are substantiated, or perceptions negatively impact duty performance. If you believe you are a victim of unlawful discrimination, it is your right to come forward and address your concerns without fear of reprisal or retaliation.
3. We are all responsible for ensuring equal opportunity and treatment for our cadets, military members, civilians and dependents. Each individual should first attempt to address concerns with their chain of command and allow unit leadership, to include commanders, an opportunity to resolve issues at the lowest possible level. If the issue cannot be resolved satisfactorily through the chain of command, contact the Equal Opportunity office at 719-333-4258.

JAY B. SILVERIA
Lieutenant General, USAF
Superintendent



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SUBJECT: Commander Emphasis for “Zero Tolerance” on Sexual Harassment

1. The United States Air Force Academy’s policy on sexual harassment in any form is “zero tolerance.” This is also the widely publicized policy of the Secretary of Defense, the Secretary of the Air Force, and the Chief of Staff of the Air Force. Any form of harassment or discrimination impedes our mission – to educate, train, and inspire men and women to become officers of character, motivated to lead the United States Air Force in service to our nation.
2. The Air Force Academy has made great strides toward eliminating sexual harassment. Sexual harassment complaints will be meticulously considered, thoroughly investigated, and acted upon immediately. Commanders will take swift, firm, corrective action sexual harassment allegations are substantiated, or perceptions negatively impact duty performance. Commanders and supervisors who become aware of such behavior and fail to take appropriate measures will face disciplinary actions for failing to uphold their inherent responsibilities. Commanders and supervisors are responsible for creating an environment where individuals feel comfortable expressing their concerns. If you believe you are a victim of sexual harassment, it is your right to come forward and have your concerns heard without fear of reprisal or retaliation.
3. Our institutional commitment of “zero tolerance” for sexual harassment is unwavering and nondiscriminatory. We strongly urge each member to actively support our commitment to eliminate sexually harassing behavior at the Air Force Academy. Contact the Equal Opportunity office at 333-4258 to report alleged complaints or to resolve issues of sexual harassment.

JAY B. SILVERIA
Lieutenant General, USAF
Superintendent