MEMORANDUM FOR 10TH AIR BASE WING PERSONNEL

FROM: 10 ABW/CC

SUBJECT: Commander Emphasis on Equal Opportunity Treatment and Employment

1. Equality and human dignity are essential to maintain a quality force and integral parts of readiness. This installation’s success depends on our ability to promote and encourage positive human relations at every opportunity and in every workplace. Every member will be afforded an equal opportunity to fulfill their potential without regard for race, color, religion, national origin, sex, and in the case of civilian employees, age and disability.

2. I will not tolerate any form of unlawful discrimination or sexual harassment. Discrimination or harassment interferes with a person’s ability to do his or her job, resulting in reduced productivity and low morale. Each of us is responsible for equal opportunity and the treatment of our military and family members, civilian employees and cadets. Commanders and supervisors have a direct responsibility to rigorously enforce the Air Force policy of “ZERO TOLERANCE.” I expect swift action to address allegations, and firm corrective action when allegations of discrimination or sexual harassment are confirmed.

3. The U.S. Air Force Academy is our work place, our community and for many, our home. We deserve the right to feel a sense of pride in our community, our base and ourselves. We are responsible for preventing, identifying and resolving discriminatory behaviors. If you believe you have been a victim of discrimination based upon the protected categories stated above, I encourage you to first address the issue with your chain of command and allow the commander an opportunity to resolve the issue. If a problem cannot be resolved through normal channels, military members, their dependents, retirees, and DoD civilians may file a complaint with the Equal Opportunity (EO) office.

4. Your active support of this policy will provide a safe, non-discriminatory, hostile-free work environment for our people and is essential to the successful accomplishment of our mission. Please do not hesitate to contact the EO office at 333-4258 for additional guidance.

STACEY T. HAWKINS, Col, USAF
Commander

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