



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY

DISCRIMINATION and HARASSMENT “ZERO TOLERANCE” STATEMENT

We are committed to United States Air Force Academy’s “Zero Tolerance” policy on unlawful discrimination and harassment. Sustained mission excellence requires it. Federal law and policy compel it. Our duty to take care of cadets, Airmen, and families is founded upon it.

Discrimination and harassment are incompatible with our Service. We will respect those we serve and those who serve with us. We will cultivate and sustain a work environment that is free from conduct that unreasonably interferes with an individual’s work performance or creates an intimidating, offensive or hostile work environment. Active duty Airmen are protected based on race, color, national origin, religion, sex, and sexual orientation. Additionally, our civilian Airmen are also protected with regard to age, disability, genetic information, and engagement in a protected Equal Employment Opportunity (EEO) activity. Each member of this institution will be familiar with EEO policies to prevent and eliminate all forms of discrimination and harassment.

We are the Air Force’s Academy! 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 this institution. Continue to take care of each other and let no one take advantage of one of our brothers and sisters in this great Air Force family.

If you believe you have been subjected to unlawful discrimination and/or harassment, you should report it promptly, as well as any suspected retaliation or reprisal related to a complaint. Resolution for allegations of unlawful discrimination and/or harassment should be addressed at the lowest possible level. The Equal Opportunity Office can be contacted directly at (719) 333-4258 and is available to report, process and resolve alleged complaints. All complaints and reports alleging unlawful discrimination and/or harassment will be processed promptly, thoroughly, impartially and through a process that protects privacy. In cases where it is determined that discrimination and/or harassment has occurred, commanders and supervisors will take immediate and appropriate corrective action. Commanders and supervisors at all levels are accountable for creating an environment where individuals feel comfortable expressing their concerns.

TROY E. DUNN, Colonel, USAF
Commander, 10th Air Base Wing

MICHELLE D. JOHNSON
Lieutenant General, USAF
Superintendent