



United States Air Force Academy Equal Opportunity Office



Your United States Air Force Academy Equal Opportunity office is responsible for educating USAFA personnel, dependents, and retirees on DoD, USAF, and USAFA policies regarding discrimination based on race, color, sex, national origin, religion, sexual orientation and sexual harassment. DoD Civilians may also file discrimination complaints based on age, disability, genetic information disclosure, and reprisal.

What We Do: Promote an environment free from personal, social, or institutional barriers that prevent USAFA members from rising to the highest level of responsibility possible based on merit fitness and capability. Advocate Alternative Dispute Resolution as prescribed by the EEOC (also see <http://www.adr.af.mil>).

Who We Serve: All USAFA Military members (including cadets and cadet-candidates), their dependents, retirees, appropriated fund (AF) and non-appropriated fund (NAF) employees, all former AF/NAF employees, and applicants for USAF Academy AF/NAF positions. Contract employees who are considered Agency employees may receive complaint counseling; all others receive informal assistance and appropriate referral services. All EO specialists (military and civilian) are qualified to serve both military and civilian customers.

Local EO Policy: USAFA practices zero-tolerance of EO violations on or off base. We seek to eliminate all forms of sexual harassment and discrimination by confronting violators. The chain-of-command should be the primary means of resolution. USAFA also practices zero-tolerance of reprisal toward complainants.

Military Members, Dependents, and Retirees: Informal complaints have no reporting time requirements, but Formal complaints must be filed within **60 days** of the last occurrence of the discriminatory act.

DoD Civilians: Contact EO within **45 days** of the last occurrence of the discriminatory act or the effective date of any adverse personnel action, or knowledge thereof.

Your Role: Develop your EO awareness, comply with DoD, USAF, and USAFA EO policies, set a positive example, perform self-evaluations for discriminatory behaviors, confront inappropriate behavior and always be professional!

For additional information, please go to our website at <http://www.usafa.af.mil/Units/Equal-Opportunity-Office/>



EO Points of Contact

Director – (719) 333-4322
Mobile: 719-244-6001

Superintendent – (719) 333-4258
Mobile: 719-203-8852

Additional Staff Members –
Please use the numbers below

EO Office Address & Contact Information

8034 Edgerton Drive, Suite 100
USAF Academy, CO 80840
Voice: (719) 333-4258
Fax: (719) 333-4249
E-mail address:
Usafa.eo@us.af.mil

Satellite Office
2348 Sijan Drive, Suite 2A12
USAF Academy, CO 80840
Voice: (719) 333-4227
Fax: (719) 333-0996
E-mail address:
Usafa.eo@us.af.mil

Air Force Sexual Harassment/
Unlawful Discrimination Hotline
1-888-231-4058

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