



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY

7 January 2021

MEMORANDUM FOR DISTRIBUTION O

FROM: HQ USAFA/CC

SUBJECT: Superintendent's Emphasis on Harassment

1. The United States Air Force Academy's policy on 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 is making great strides toward eliminating harassment throughout our installation. Harassment complaints will be meticulously considered, thoroughly investigated and acted upon immediately. Commanders will take swift, immediate action when allegations of harassment are made despite the severity. In the event allegations of harassment are substantiated, commanders will take the most appropriate and fair corrective action to ensure perceptions of favoritism are not alleged and will not 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. Additionally, Commanders and supervisor will ensure they report allegations of harassment appropriately to the USAFA Equal Opportunity Office. If you believe you are being harassed, 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 harassment is unwavering and nondiscriminatory. We strongly urge each member to actively support our commitment to eliminate harassing behavior at the Air Force Academy. I encourage you to contact the Equal Opportunity office at 333-4258 to report or to resolve concerns of harassment.

A handwritten signature in black ink, appearing to read "Richard M. Clark".

RICHARD M. CLARK
Lieutenant General, USAF
Superintendent