

YOUR RIGHTS AGAINST DISCRIMINATION & SEXUAL HARASSMENT



56 FW POLICY: *Equal Opportunity and treatment for our military and civilian personnel is the responsibility of each member of the 56th Fighter Wing. We will not tolerate any acts of discrimination or sexual harassment in the wing. I expect commanders and supervisors at every level will take swift and firm action to prevent and eliminate discrimination, of any kind.*

IT IS IMPORTANT THAT EACH MEMBER: Conduct all affairs free of discrimination based on race, color, religion, national origin, sex, sexual orientation, and transgender. For civilian employees it includes age, disability, and genetic information. Take immediate action to eliminate inappropriate behavior, comments and jokes. Know avenues to address discrimination and try to resolve issues at the lowest possible level. The use of Alternative Dispute Resolution is highly encouraged.

The Equal Opportunity Office (EO) is available to assist in filing formal or informal complaints of discrimination or to simply provide guidance about potentially harassing or discriminatory behavior. Military EO complaints should be filed within 60 days of occurrence. Civilian EO complaints should be filed within 45 days of awareness.

Equality, The Foundation of True Excellence

“Our nation, and the military sworn to protect it, are founded on equality. In addition to equality being an inalienable right, it is the critical first step along the path to personal and community excellence, without equality there is no excellence. Treating others equally and valuing their input empowers them and grows personal engagement. As engagement grows, teams form and grow, and teams allow us collectively to be better than the best person on the team. Then as teams focus on our sacred mission to support and defend our Constitution and our particular role as Thunderbolts, it yields true and sustained excellence. However, without starting with equality we cannot achieve true and sustained excellence. Starting with equality is making small, personal, and daily decisions to do whatever you can do to value and elevate those around you. It's your choice, and it is something that we as Thunderbolts expect!”

Brig Gen Brook J. Leonard

56 FW EQUAL OPPORTUNITY OFFICE

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