



433D AIRLIFT WING EQUAL OPPORTUNITY GUIDANCE



OUR Airmen enable the mission of the 433d Airlift Wing (AW). We can successfully accomplish the mission only by allowing all personnel, military and civilian, to live up to their fullest potential. All members share the responsibility of keeping the 433 AW free from discrimination and sexual harassment as we strive to create an environment of trust and equality. Specifically, each of us has the right to contribute to the defense of our nation regardless of race, color, religion, national origin, or sex to include age and disability for civilians. Unlawful discrimination and sexual harassment not only deny these rights, but are detrimental to positive morale, mission effectiveness and combat readiness. Discrimination and sexual harassment are against the law, and will not be tolerated.

ROLES AND RESPONSIBILITIES

- Treat all people with dignity and respect
- Know and comply with EO policies
- Enforce and reinforce DoD and AF EO policies
- Examine your actions for subtle behaviors that could be viewed as double standards
- Set a positive example
- Confront inappropriate behaviors
- Take corrective action
- Know the referral agencies:
 - Chain of Command
 - Inspector General
 - Judge Advocate
 - Chaplain
 - Sexual Assault Response Coordinator
 - Mental Health



**Colonel William W. Whittenberger, Jr.
Commander, 433d Airlift Wing**

I am proud of our record in this area, and I am committed to continuing to build an even stronger team by ensuring all 433d Airlift Wing personnel are provided a work environment free from unlawful discrimination, sexual harassment and reprisal. Thank you for your help in making this policy a reality.