

AIR UNIVERSITY EQUAL OPPORTUNITY POLICY



The Air University plays a unique role in educating and training the current and future Air Force leaders. Our people are our top priority and deserve to work in an environment where everyone is treated with dignity and respect. In doing so, we promote a working climate that inspires trust, teamwork, and pride. I have a zero-tolerance policy towards discrimination and sexual harassment -- both are demeaning to our people and detrimental to our mission.

To maintain a working environment free from unlawful discrimination and sexual harassment, *we must all understand, embrace, and enforce equal opportunity and treatment standards.* I expect all Air University commanders and supervisors will:

- 1) Set the example by embracing the concepts of Equal Opportunity and Treatment (EOT) in their daily speech and actions;
- 2) Enforce EOT standards by promptly investigating allegations of unlawful discrimination, taking action to end it, and disciplining those that violate Air Force EOT standards;
- 3) Assure anyone having grievances may voice them without fear of retaliation; and
- 4) Ensure their people are trained in EOT.

The bottom line is, sexual harassment or unlawful discrimination of any kind, at any time, will not be tolerated within The Air University.

STEVEN L. KWAST
Lieutenant General, USAF
Commander and President, Air University