

325th Fighter Wing

Commander's Statement on Equal Opportunity & Sexual Harassment

Our United States Air Force is a rich and diverse community consisting of active duty, guard, reserve Airmen and civilian total force, with widely varied backgrounds, beliefs, multi-cultural influences, and unique life experiences. The Equal Opportunity (EO) program fosters and supports equal opportunity, and it must be carried out in our day-to-day actions. I will not tolerate unlawful discrimination, unfair treatment or any type of harassment against individuals in our work force or any reprisal towards anyone who engages in protected activity associated with EO. Our mission depends on teamwork, trust and discipline. Discrimination and harassment are incompatible in our 21st Century Air Force.

The EO program proactively engages all Airmen to eliminate unlawful discrimination based on race, color, national origin, religion, and sex; including for civilians the basis of age (over 40), genetic information, disability (mental and physical) and reprisal.

It is the responsibility of every commander, manager, and supervisor to maintain a workplace free of unlawful discrimination and harassment and to ensure that Airmen under their supervision are aware of this policy. Supervision at all levels will ensure Airmen can report violations without fear of reprisal or retaliation, and will promptly, thoroughly and impartially investigate complaints and take appropriate corrective action when a violation is found including disciplinary action, if warranted. An effective Equal Opportunity (EO) Office facilitates the military and civilian complaints' process in accordance with federal statute, regulations or Executive Order. Every Airman on Tyndall AFB must have a personal investment in EO and diversity to create an environment that respects each person's talents and contributions to our work force.

Our human relations' climate enhances Air Force readiness; anything less diminishes our mission effectiveness. If you are unclear on what constitutes discriminatory behavior or harassment, contact the EO Office at 283-4319/2379.



DEREK C. FRANCE, Colonel, USAF
Commander