



71 FTW EQUAL OPPORTUNITY OFFICE



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NCOIC, EO

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DSN: 448

Mission: The Equal Opportunity (EO) office will be the trusted agent of the EO program. Always on the lookout for trends that could negatively affect the mission. Continually striving to provide the best service to our customers, this includes thoughtful, well-researched advice to leaders. At all times, communicating with leadership, other helping agencies and the base population to promote a healthy human relations climate.

Goal: Enhance unit cohesiveness, readiness and mission accomplishment by assisting leadership at all levels in conducting a continuing campaign to eradicate unlawful discrimination and sexual harassment from the workplace.

Customers: AF Personnel (military and civilian), Former Employees, Applicants for AF employment, Military Family Members and Retirees.

DoD Civilian: Under 29 CFR part 1614.105, an individual must initiate contact with an EO counselor within 45 calendar days of the date of the matter alleged to be discriminatory or in the case of a personnel action, within **45 days** of the effective date of the action.

Military: IAW AFI 36-2706, *Equal Opportunity Program Military and Civilian*, informal complaints have no reporting time requirements; formal complaints must be filed within **60 days** of the last occurrence of alleged discriminatory offense.

Protected Categories: Race, Color, Sex (to include sexual harassment, sexual orientation & gender identity), National Origin, and Religion. Additionally for civilians Age (40+), Genetic Information, Physical/Mental Disability and Reprisal Actions.

Services: EO Counseling, Subject Matter Expertise, Informal/Formal Complaint Resolution, Alternative Dispute Resolution, Human Relations Education, Commander's Calls, Sensitivity/Refresher Training.

VANCEAFBVA36-201, 7Nov16

PRESCRIBING DIRECTIVE: AFI 36-2706

Supersedes VANCEAFBVA36-201, 6 November 2015

OPR: 71 FTW/EO