

AIR UNIVERSITY EQUAL OPPORTUNITY POLICY



Air University plays a vital role in the training, educating, and developing the Air and Space leaders who support our National Defense Strategy. Trust, respect, and teamwork form the cornerstone for mission success. Commanders, supervisors and leaders at all organizational levels must develop and maintain an environment where personnel are treated with dignity and respect. In order to maintain an environment free from unlawful discrimination and harassment (sexual and non-sexual), *we must all understand, promote, and enforce equal opportunity and treatment (EOT) standards.* EO applies to all management practices, decisions, and personnel programs.

Accordingly, personnel will not discriminate against, harass, bully or haze, intimidate or threaten other personnel on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, sexual orientation, age (40 or older), disability (mental or physical), genetic information, or their prior EO activity. Additionally, retaliation against anyone who engaged or participated in the EO process is unlawful and will not be tolerated.

Leadership involvement is critical to prevention of discrimination and harassment and accountability of those personnel who do not comply with law or policy. All Air University Commanders and Supervisors will:

- 1) Continually assess and be aware of their organization's equal opportunity and command climate.
- 2) Ensure all personnel understand the anti-discrimination policy.
- 3) Properly investigate reports of discrimination, and will take timely, appropriate action to hold personnel accountable who engage in, condone, or ignore harassment and discrimination.

Our charter is simple: "Zero tolerance for unlawful discrimination."

Unlawful discrimination, harassment (sexual and non-sexual) of any kind, at any time, will not be tolerated within Air University.

ANDREA D. TULLOS
Lieutenant General, USAF
Commander and President