



SEXUAL HARASSMENT

The Air Force has a zero tolerance policy on sexual harassment. Sexual Harassment occurs when: (1) acceptance or rejection is required (explicitly or implicitly) for continued employment; (2) acceptance or rejection of the harassment by an individual impacts his/her treatment by the harasser; or (3) the harassment unreasonable interferes with individual's work performance or creates an intimidating hostile, or offensive working environment for the target of the harassment or for observers. Sexual harassment can also include behaviors that are not overtly sexual in nature, but reflect disparaging attitudes based on sex or gender. Sexual harassment behaviors can be grouped into three broad categories: (1) gender harassment; (2) unwanted sexual attention of a sexual nature directed toward a person; and (3) sexual coercion.

Military complaints that fall under Section 10 U.S.C. 1561 require a Commander Directed Investigation (CDI). Civilian employees may request an investigation, file an EEO complaint or utilize both processes simultaneously. Commanders have the inherent responsibility to investigate matters under their jurisdiction unless preempted by higher authority.

As required, the commander or director who receives a complaint alleging sexual harassment by a member of their organization will initiate an investigation within 72 hours after notification. The commander or director receiving such a complaint will ensure the investigation of the complaint is completed no later than 14 days from the date the investigation began. In accordance with AFI 36-2706, 3.3.1, an EO Specialist will provide SME assistance for CDIs or other investigations when the allegations are within the EO purview. Additionally, the EO office will serve as SME for commanders and organizations conducting investigations under Title 10 USC § Section 1561.

The commander or director shall submit a final report on the results of the investigation. The results must include actions taken to the next supervisory level within 20 days after the date the investigation commenced. If the investigation is not completed in 20 days, the commander or director shall submit a progress report every 14 days thereafter.

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Post on all official bulletin boards in accordance with 29 CFR 1614.102(b)(5) and AFI 36-2706

ACCESSIBILITY: Publications and forms are available on the e-Publishing website at www.e-Publishing.af.mil for downloading or ordering.

RELEASABILITY: There are no restrictions on this publication.

If you believe you are being sexually harassed or know someone who is, you should bring it to the immediate attention of your supervisor or commander or contact one of the following:

Equal Opportunity (EO)
412 TW/EO, (661) 277-7985

Sexual Assault Response Coordinator (SARC)
(661) 277-7272 or Hotline (661) 209-0115

AF Discrimination Hotline
(includes Sexual Harassment)
1 -888-231-4058
1-210-565-5214 (COMM)
665-5214 (DSN)

Employee Assistance Program (EAP)
(800) 222-0364 or (888) 262-7848 (TTY)

Chaplain Office
412 TW/HC, (661) 277-2110

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