



Incirlik Air Base Equal Opportunity Office



The equal opportunity program promotes a positive human relations climate, free from harassment (including sexual harassment, bullying, and hazing) and unlawful discrimination based on race, color, national origin, religion, sexual orientation, sex (including pregnancy, gender identity), age (40 or older), disability (mental or physical), equal pay, genetic information, and retaliation for civilian employees. The EO program is a function of leadership and command. Our goal is to enhance unit cohesiveness, military readiness, and mission accomplishment. We assist commanders at all levels in identifying factors impacting the human relations climate of their unit.

| Military Complaint Process (MEO) | Civilian Complaint Process (EEO) |
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| <ul style="list-style-type: none"> • Informal complaint utilizes the chain of command to resolve the alleged offense(s). No time limitations. • Formal complaint must be filed within 60 days of alleged discrimination and/or harassment (waiverable ONLY with Installation Commander approval). • Formal complaints are processed within 20 calendar days for discrimination complaints and 14 calendar days for harassment complaints. | <ul style="list-style-type: none"> • Complaint must be filed within 45 calendar days of alleged discrimination or becoming aware of the personnel action(s). • After complaint has been filed, the EO counselor has 30 days to conduct a limited inquiry and resolution. • Complainant has 15 calendar days to file a formal complaint of discrimination if the matters are not resolved informally. <p>*Must contact EO counselor prior to filing complaint.</p> |

NOTE: We offer Alternative Dispute Resolution (ADR) throughout the complaint process. ADR includes mediation, facilitation, structured negotiation, and other collaborative problem solving technique, or any combination thereof.

WHO TO CONTACT

IF YOU ARE

An active duty service member
Active duty family member or retiree
An Air Force civilian or applicant

CALL OR VISIT

Equal Opportunity Office
Your supervisor, first sergeant,
or commander

OTHER SERVICES PROVIDED

- Commander's Calls
- Advisor, Special Observances
- Referral Services
- Human Relations Education
- Customized Briefings
- Out & About Program
- EOT Incident Clarifications
- Subject Matter Expertise



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