



DEPARTMENT OF THE AIR FORCE
355TH FIGHTER WING (ACC)
DAVIS-MONTHAN AIR FORCE BASE ARIZONA

JUN 17 2011

MEMORANDUM FOR ALL UNITS, STAFF AGENCIES, TENANT UNITS, AND CIVILIAN PERSONNEL

FROM: 355 FW/CC

SUBJECT: 355th Fighter Wing (FW) Policy - Air Force Equal Opportunity (EO) and Non-Discrimination Policy Memorandum

Reference: a. DoD Directive, 1020.02, 5 Feb 09, Subject: *Diversity Management and Equal Opportunity (EO) in the Department of Defense*
b. AFI 36-2706, *Equal Opportunity Program Military and Civilian (EO)*

Supersedes: a. My Memo, dated 8 Jul 10, Subject: 355th Fighter Wing Policy - Anti-Harassment to Include Sexual Harassment and Unlawful Discrimination
b. My Memo, dated 8 Jul 10, Subject: 355th Fighter Wing Policy Letter - Sexual Harassment
c. My Memo, dated 27 Apr 11, Subject: 355th Fighter Wing Policy - Anti-Harassment and Unlawful Discrimination

1. My policy on harassment, of any type, and/or discrimination, is consistent with the Department of Defense Directive and Air Force policy. I have *zero tolerance* for any type of harassment or discrimination, whether committed by a supervisor, co-worker, or condoned by management's inaction. Additionally, I *will not* tolerate reprisal against an individual who raises the issue of harassment or discrimination. It is critical that individuals are treated fairly, with dignity and respect.

2. It is unlawful to discriminate against, harass, intimidate, or threaten another Airman based on race, color, religion, sex, national origin, age, disability, genetic information, or reprisal for prior EEO activity, in accordance with AFI 36-2706.

3. Unlawful sexual harassment, according to AFI 36-2706, includes unwelcomed sexual advances, requests for sexual favor, and other verbal or physical conduct of a sexual nature when...

- a. Submission to such conduct is made either directly or indirectly as a term or condition of employment or,
- b. Submission to or rejection of such conduct by an individual is used as a basis career or employment decision affecting such individual, or
- c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

4. The staff of the 355 FW Equal Opportunity Office have developed educational courses and I expect commanders and supervisors at all levels to avail themselves of this material, ensuring all personnel within their chain of command are trained and understand this policy at Davis-Monthan. Furthermore, appropriate *action will be considered* against those who disregard this policy.

5. Commanders will ensure resolution of any complaint is handled within their chain of command first; however, if the situation cannot be resolved there, you will recommend the individual contact the EO Office as soon as possible.

6. The office of primary responsibility for my policy is the 355 FW/EO Office at 228-5509.



JOHN A. CHERREY, Colonel, USAF
Commander