



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

6 February 2025

MEMORANDUM FOR DAVIS-MONTHAN AFB

FROM: 355 WG/CC

SUBJECT: Equal Opportunity (EO) and Non-Discrimination

1. To effectively accomplish the mission, it is imperative for all Airmen, both military and civilian, to fully adhere to and support Equal Opportunity initiatives. Air Force members have the right to use their talents to achieve their highest level of success regardless of their race, color, religion, national origin, sex, and sexual orientation. Civilian employees are also protected from discrimination against their sex (pregnancy, sexual orientation), age (40 and older), disability, reprisal (prior EO activity), and genetic information. Adherence to the above will promote an environment free from unlawful discrimination and harassment.
2. Commanders, agency chiefs, supervisors, and subordinates must comply with all policies consistent with AFPD 36-27, *Equal Opportunity*, and AFI 36-2710, *Equal Opportunity Program*. I expect leaders at all levels to communicate the Air Force's zero tolerance policy, make it a top priority to gauge the human relations climate in their sphere of influence, and enforce EO policies accordingly. The zero-tolerance policy ensures that once unlawful discrimination or harassment is alleged, immediate and appropriate action is taken to investigate and resolve the allegations, and that unlawful behavior is stopped. Any Airman, military or civilian, who engages in unlawful discriminatory practices or harassment of any kind may face disciplinary action. Commanders are required to provide the local EO office with information concerning EO related issues that occur within their unit(s).
3. Unlawful discrimination and harassment are demeaning to our people, disruptive to the mission, and detrimental to an atmosphere in which innovation can thrive. Inappropriate jokes, comments, pictures, emails or gestures are considered harassing conduct that should be offensive to us all. Ignoring discrimination and harassment condones unprofessional conduct. By addressing substandard conduct, we can create an environment of dignity and respect, remove barriers to individual development and unit cohesiveness, and build a stronger organization that is ready to overcome any challenge.
4. If you have any questions, please contact the Equal Opportunity office at (520) 228-5509.

SCOTT C. MILLS, Colonel, USAF  
Commander

RESCUE & ATTACK!