



SECRETARY OF THE AIR FORCE
WASHINGTON

JAN 8 2016

MEMORANDUM FOR DISTRIBUTION C
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SUBJECT: Equal Opportunity (EO) and Non-Discrimination Policy Memorandum

The welfare of our Airmen, military and civilian, is my most important priority, and I am fully committed to ensuring each Airman is provided the dignity and respect he/she so rightfully deserves. Air Force policy is simple: Unlawful discrimination, sexual harassment, or harassment of any kind will not be tolerated or condoned by anyone. Additionally, at no time should any reprisal action be taken against any member or employee who participates in an EO process or discloses possible EO or harassment violations. Any Airman who violates this policy may be subject to discipline.

Unlawful discrimination against civilian Airmen entails failing or refusing to hire or promote, discharging, or otherwise discriminating against any individual with respect to compensation, terms, conditions, or privileges of employment because of a person's race, sex (including pregnancy, gender identity, and sexual orientation), color, religion, national origin, age, genetic information, disability, or prior EO activity. In the military EO context, discrimination is any unlawful action that denies equal opportunity to persons or groups based on their race, color, sex, national origin, religion, or sexual orientation.

Commanders at all organizational levels will be held accountable for creating a workplace free of unlawful discrimination and unlawful harassment and will communicate this policy using commander's calls/briefings and Installation Commander's (IC) and Secretary of the Air Force (SecAF) policy memos, consistent with AFD 36-27, Equal Opportunity and AFI 36-2706, Equal Opportunity Program, Military and Civilian.

Incidents of unlawful discrimination or unlawful harassment may also be reported to the Air Force Discrimination Hotline at 1-888-231-4058, or the National Guard Bureau's EO Hotline at 703-607-5462 or 1-800-371-0617.

The Air Force's greatest asset is the diversity of our people. I expect all Airmen to maintain the highest standards of personal and professional conduct at work, home and abroad, and I will accept nothing less.


Deborah Lee James
Secretary of the Air Force

Attachment
Additional SecAF Equal Opportunity Guidance