



**DEPARTMENT OF THE AIR FORCE
90TH MISSILE WING (AFGSC)**

MEMORANDUM FOR ALL PERSONNEL

10 JUN 2015

FROM: 90 MW/CC

SUBJECT: Equal Opportunity and Treatment (EOT)

1. I am strongly committed to ensuring all 90 MW personnel can perform their duties, have opportunity for advancement, and can participate in activities free from negative effects of unlawful discrimination. The Air Force recognizes race, religion, national origin, sex, and color as protected categories for military members. This also includes age and mental/physical disabilities for our civilian employees. My assertion on unlawful discrimination and sexual harassment is simple zero tolerance. Any deviation from this standard detracts from the ability of personnel to work at their highest level of productivity, professionalism, and ultimately impacts mission readiness.
2. Every member of the F. E. Warren team is an essential part of our mission. We are all responsible for maintaining a hostile-free working environment. Any member whose conduct unlawfully or unjustly results in unequal treatment of others is furthering unlawful discrimination. Using unwelcomed implicit or explicit sexual behavior, comments, or gestures to control, influence, or affect another's behavior is sexual harassment.
3. When you observe these unruly acts, take action! You may address your concern with the alleged offender, use your chain of command, or consult with the 90th Missile Wing Military Equal Opportunity (EO) office. The EO Office is designed to help military and civilian employees with issues relating to discrimination and sexual harassment. Continue to pursue your concern until you receive a satisfactory answer. Anyone who witness' these acts, take immediate action to stop and correct the behavior. In every case, keep your commander informed of all EOT concerns. You are protected against any reprisal actions when reporting EOT violations.
4. Similarly, Air Force members must not actively participate in organizations or groups that espouse supremacist causes. We must fight any attempt to create illegal discrimination, advocate the use of force or violence or engage in activities that otherwise deprive individuals of their civil rights.
5. As members of the Air Force, vital to our nation's defense, we must be committed to taking care of each other and maintaining an environment which values human dignity, fosters teamwork, and sets a positive example for all. If you need further guidance, please contact your EO office at 773-6060/2741.


STEPHEN M. KRAVITSKY, Colonel, USAF
Commander