HANSCOM AIR FORCE BASE'S COMMANDER'S POLICY ON EQUAL OPPORTUNITY (EO)

As Commander of the 66th Air Base Group, I affirm the Air Force's commitment to Title VII of the Civil Rights Act of 1964, as amended, which guarantees Equal Opportunity (EO) for all employees, military or civilian, regardless of their race, color, religion, sex (to include pregnancy, gender identity and sexual orientation), or national origin, and additionally for civilian employees age, disability, reprisal, or genetic information. The Air Force is committed to providing a work environment in which all people are treated with respect and dignity. It is everyone's responsibility to promote and maintain a work environment free from unlawful discrimination, harassment, and reprisal.

If you believe that you have been discriminated against based on one of the above protected categories, then immediately report it to your chain of command or Hanscom's EO Office. I strongly encourage you to use your chain of command to address and attempt to resolve issues at the lowest possible level. If allegations of discrimination or sexual harassment occur, then I expect managers and supervisors at all levels to promptly address the allegations and respond appropriately. Individuals who elect to file an EO complaint must report allegations of unlawful discrimination within 45 calendar days (civilian) or 60 calendar days (military) of the occurrence and provide allegations to the EO staff within 30 days of the initial intake interview.

The Anti-Discrimination and Retaliation Act of 2002 holds federal agencies accountable for violations of anti-discrimination and whistleblower protection laws. Managers and supervisors must protect members who make complaints of discrimination or provide information related to such complaints from reprisal or retaliation. No one should fear reporting. In the event you perceive you have been reprised against for taking part in EO activity, then please contact the EO office.

Managers and supervisors at all levels are charged with taking an active role in educating our people, setting the example, and holding those in violation accountable for their actions. I have zero tolerance for any form of unlawful discrimination, sexual harassment, or reprisal.

For more information contact the EO Office at Commercial (781) 225-6397 or DSN 845-6397.

66th AIR BASE GROUP

KATRINA C. STEPHENS
Colonel, USAF
Commander, 66th Air Base Group

Supersedes policy memo dated 4 Aug 2018