

***Equal Employment Opportunity (EEO), Equal Opportunity (EO)  
Discrimination Complaint Policy  
Air National Guard***

**CIVILIAN EMPLOYEES**

Title VII of the Civil Rights Act of 1964, as amended, prohibits employment discrimination based on **race, color, national origin, age (40 or older), religion, sex (including sexual harassment), physical or mental disability, and reprisal** against a person who files a complaint, participates in the EEO process or opposes an unlawful employment practice.

Civilian employees, applicants for employment, and former employees with the ANG who believe they have been discriminated against have the right to file a complaint with the EEO Office. They must see an EEO official within **45 calendar days** of the discriminatory event or of the effective date of a personnel action.

**MILITARY PERSONNEL**

Unlawful discrimination includes discrimination on the basis of **color, race, national origin, sex or religion** that is not otherwise authorized by law or regulation.

Military personnel must see an EO/EEO official within **60 calendar days** of the event or the effective date of a personnel action.

***AIR FORCE EQUAL OPPORTUNITY POLICY***

It is the policy of the United States Government, the Department of Defense, and the Air Force, not to condone or tolerate unlawful discrimination, to include sexual harassment, of any kind.

This **zero** tolerance policy ensures that once unlawful discrimination or sexual harassment is alleged, immediate and appropriate action will be taken to investigate/resolve the allegations and ensure any proven unlawful behavior stops.

Further, appropriate disciplinary action will be taken against any airman, military or civilian, who engages in unlawful discriminatory practices.

It is against Air Force policy for any Airman, military or civilian, to unlawfully discriminate against, harass, intimidate or threaten another Airman on the basis of **race, color, religion, sex, national origin, age, disability, reprisal, or genetic information**. Unlawful harassment includes unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature particularly when submission to such conduct is made directly or indirectly as a term or condition of employment, and/or when submission to or rejection of such conduct is used as a basis for employment decision affecting the person.

Unlawful sexual harassment also includes creating an intimidating environment, hostile working environment for another person on the basis of race, color, religion, sex national origin, age disability, reprisal, or genetic information. The use of disparaging terms with respect to a person's race, color, religion, sex national origin, age, disability, or genetic information contributes to a hostile work environment and must not be tolerated.

***For more information, please call Mr. Derrik Allen at (240) 612-8350, DSN 612***

***TO BE POSTED ON DIRECTORATE'S BULLETIN BOARDS***