



**DEPARTMENT OF THE AIR FORCE
377TH AIR BASE WING (AFGSC)**

MEMORANDUM FOR ALL TEAM KIRTLAND PERSONNEL

FROM: 377 ABW/CC

SUBJECT: Equal Opportunity and Non-Discrimination Statement

1. Air Force Equal Opportunity (EO) Policy outlines expectations for leaders regarding equal opportunity and non-discrimination. I clearly support this policy and encourage leaders at all levels to communicate this policy with every member on this installation. Every Team Kirtland member deserves to work in an environment that fosters mutual respect, trust, teamwork, and pride. Unlawful discrimination of any type will not be tolerated.
2. Unlawful discrimination against military members is an unlawful action that denies equal opportunity to persons or groups based on their race, color, sex (including sexual harassment), national origin, religion, or sexual orientation. Unlawful discrimination against civilian employees includes failing or refusing to hire or promote, removing, 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 (40 or older), genetic information, disability, or prior equal opportunity activity. Unlawful harassment for both military and civilians includes creating an intimidating, hostile working environment for another person on the basis of the above protected classes.
3. Equal opportunity is directly tied to readiness and supports our Core Values of Integrity First, Service Before Self, and Excellence in All We Do. Leaders at all levels should communicate the importance of equal opportunity, as well as create and adopt a work environment free of unlawful harassment and discrimination. Discriminatory practices destroy readiness and our Core Values. We are all responsible for supporting our AF EO Policy where everyone can feel comfortable in their work environment to contribute their best.
4. Equal opportunity and treatment is central to our success. You deserve it; our country expects it. If you believe you, or a member of your family, has been subjected to discrimination or sexual harassment, immediately report it to your chain of command or to your Equal Opportunity Staff.
5. This memorandum remains in effect, until superseded. Point of contact for these matters is the 377th Air Base Wing Equal Opportunity Office, 377 ABW/EO, at (505) 846-5369.

JASON F. VATTIONI, Colonel, USAF
Commander