



47th Flying Training Wing

Laughlin AFB TX

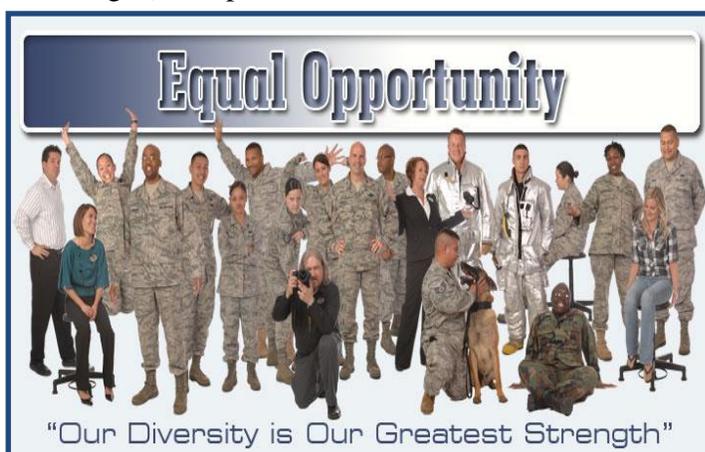


Equal Opportunity and Treatment Program

AFI 36-2706, *Equal Opportunity Program Military and Civilian*, Paragraph 1.1 states; 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.

The wing Equal Opportunity (EO) office provides a safe avenue to address on-/off-base incidents which may negatively disrupt the installation Human Relations Climate i.e. personality conflicts, ineffective communication, favoritism, hostile work environments, etc. The Equal Opportunity and Treatment mission is supported by the 47 FTW Commander, DoD, Title VII of the Civil Rights Act of 1964 and the Equal Employment Opportunity Commission. The EO office’s primary objective is ensuring 100% mission effectiveness by eliminating unlawful discrimination against all DoD military, civil service, retirees, separated, contractors and their family members where the individual was denied an opportunity, right, privilege or treated disparately based upon any of the following: **Race, Color, Sex, National Origin, Religion, Age (40), Retaliation, Disability (mental/physical), Sexual Harassment or Genetic Information.**

Our office promotes a workplace environment free from personal, social or institutional barriers by conducting **Human Relations Education, Teambuilding, Assessments (Informal/Formal), Diversity Training and Complaint Processing (Informal/Formal)**. The EO office, along with the Investigative Resolution Division, resolves complaints by using various “Lowest Level Resolution” techniques i.e. **Counseling, Facilitations, Mediations, Investigations, Surveys**, etc. The EO complaint/appeal initial filing requirements vary between 15-90 days based upon pertinent data i.e. complainant DoD status. For Lowest Level Resolution, individuals are expected to comply with the DoD EOT “Zero Tolerance” policy, eliminate unlawful discrimination immediately, attempt to resolve the issue directly, seek assistance from a friend, co-worker, chain of command (all levels are encouraged) or report the incident to the EO Office.



**The EO Staff is in
Bldg. 77, Room 142**

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