



NEW JERSEY AIR NATIONAL GUARD
HEADQUARTERS 177TH FIGHTER WING
EGG HARBOR TOWNSHIP


9 June 2012

MEMORANDUM FOR 177 FW PERSONNEL

FROM: 177 FW/CC

SUBJECT: Military Equal Opportunity and Treatment

1. The 177th Fighter Wing will conduct all of its affairs in a manner free from discrimination and sexual harassment, without a fear of reprisal. As the commander of the 177th FW, I am committed to providing equal opportunity and treatment for all members regardless of race, color, religion, national origin, or gender. All members are entitled to serve in an environment free from discrimination and sexual harassment.
2. The 177th FW will conduct its affairs without personal, social, or institutional barriers that prevent members from rising to the highest level of responsibility possible based on their individual merit, fitness, and capability.
3. All members shall embrace the values of equal opportunity. By this commitment, we can enhance the performance of our mission and provide an environment that promotes quality of life. If equal opportunity does not exist, readiness and our ability to accomplish the mission will suffer.
4. I expect every commander and supervisor to take immediate action against those who commit discrimination and sexual harassment. Discrimination, sexual harassment, and reprisal due to making protected communications will not be tolerated.
5. All personnel are obligated to attempt to resolve complaints informally and at the lowest level of the chain of command. The unit EO Office will assist in addressing any issues that cannot be resolved through the chain of command. The EO Office can be reached at DSN 455-6276 or COMM 609-761-6276.
6. This memorandum supersedes Policy Letter 09-4, dated 10 July 2009.


KERRY M. GENTRY, Colonel, NJANG
Commander