



65th Air Base Wing Equal Opportunity Lajes Field, Azores, Portugal



MSgt McCarrison



TSgt Aguilar

EO Program Objective:

To enhance mission effectiveness by educating and assisting members of Team Lajes on the prevention, correction, and elimination of unlawful discrimination and sexual harassment. To emphasize the value of diversity as a means of fostering healthy, cohesive, and effective teams.

Services Provided:

- Informal & Formal Complaint Assistance
- Conflict Resolution through Mediation/Facilitation
- Human Relations Education & Briefings
- Climate Assessments

Who We Serve:

- Active Duty USAF Members and their Family Members
- DoD Civilian Employees and Prospective Employees
- Retirees

Areas of Assistance:

Issues involving Unlawful Discrimination on the basis of:

Race, Color, Religion, Sex, National Origin, *Age, *Reprisal, *Disability, *Genetic Information and Sexual Harassment.

**Only applicable to DoD Civilians*

Filing EO Complaints

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 and/or Mental Disability, Genetic Information and Reprisal against a person who files a complaint, participates in the EO process or opposes an unlawful employment practice. Civilian employees or applicants for employment at Lajes Field who believe they have been discriminated against must see an EO counselor within 45 calendar days of the event they believe was discriminatory, or within 45 calendar days of the effective date of a personnel action. Failure to do so can severely affect their rights.

Unlawful discrimination and sexual harassment are contrary to good order and discipline and are counterproductive to combat readiness and mission accomplishment. Military members, their family members, and retirees who feel they are facing Race, Color, National Origin, Religious or Sex discrimination, or Sexual Harassment, may contact the EO office at any time to file an informal complaint. However, the individual must contact the EO office within 60 days of the alleged offense to file a formal complaint. The chain of command remains the preferred avenue to address issues, and members are encouraged to use it as well for addressing EO concerns.

65 ABW/EO

Bldg. T-202 / 535-6111 or 535-6282

Air Force Unlawful Discrimination and Sexual Harassment Hotline: 1-888-231-4058 or DSN 312-665-5214