



DEPARTMENT OF THE AIR FORCE
355TH FIGHTER WING (ACC)
DAVIS-MONTHAN AIR FORCE BASE ARIZONA

08 JUL 2010

MEMORANDUM FOR ALL CIVILIAN EMPLOYEES

FROM: 355 FW/CC

SUBJECT: 355th Fighter Wing Policy - Anti-Harassment to Include Sexual Harassment and Unlawful Discrimination

1. My policy on harassment of any type and/or discrimination is consistent with Air Force and Department of Defense policy. I have zero tolerance for any type of harassment and discrimination, whether committed by a co-worker, supervisor, or condoned by management's inaction. Additionally, I will not tolerate reprisals against individuals who raise the issue of harassment or discrimination. It is critical that individuals are treated fairly, with dignity and respect.
2. Per AFI 36-2706, *Military Equal Opportunity (MEO) Program*, sexual harassment is the "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature." Sexual harassment may be connected to decisions about employment or it may simply involve behavior which creates an intimidating, hostile or offensive work environment. Each and every civilian employee has the right to perform to his or her full potential and not be discriminated against because of race, color, sex, religion/national origin, or physical/mental disability. Behavior of this nature can create a hostile or intimidating work environment for others and is contrary to Air Force, as well as my own policy.
3. The 355th Fighter Wing Equal Opportunity personnel have developed educational courses and I expect commanders and supervisors at all levels to take the necessary steps to ensure all personnel within their chain of command are trained and understand the policy at Davis-Monthan. Furthermore, appropriate action will be taken against those who disregard this policy.
4. Resolution of any complaint should first be handled within your chain of command. However, if the situation cannot be resolved within your chain of command, you may file a complaint with the Equal Opportunity office.
5. The office of primary responsibility for this policy is 355 FW/EO at 228-5509.


JOHN A. CHERREY, Colonel, USAF
Commander