

YOUR EO OFFICE



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WHAT ELSE SHOULD I KNOW?

When in doubt, contact us! We are your subject matter experts and are here as a tool for you and your troops.

We have no privilege of confidentiality. Information will only be shared on a need-to-know basis. However, during mediation, we maintain limited confidentiality.

“It’s not about counting heads, it’s about making heads count!”



192 FW/EO

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192d Fighter Wing
Equal Opportunity (EO)

Commander’s EO
Reference Guide



EQUAL OPPORTUNITY

EO is about unit effectiveness and mission readiness! We are a tool for you to use to enhance your workforce and help provide an environment in which all members feel valued and able to achieve their best.

POLICY: ZERO TOLERANCE!

“It is...ANG policy not to condone or tolerate unlawful discrimination or sexual harassment within the Armed Forces.”
ANGI 36-7, 1.2.1

OBJECTIVE

“The primary objective of the EO program is to improve mission effectiveness by promoting an environment free from personal, social, or institutional barriers that prevent ANG members from rising to the highest level of responsibility possible. Commanders and supervisors shall only evaluate members on individual merit, fitness and capability.” ANGI 36-7, 1.3.1

USERS

- ANG members when in Title 32 status (i.e. RD, RSD, AT, AGR)
- Applicants for ANG membership
- Beneficiaries of services, programs, or activities of the NG

PROTECTED CLASSES

- Race
- Color
- Religion
- National Origin
- Sex/Sexual Orientation

CORE ELEMENTS

1. Policy
 - ANGIs → CNGBIs
2. Communication
 - Articles
 - Special observances
3. Education and Training
 - Key Personnel Brief (KPB)
 - Human Relations Education (HRE)
 - Newcomer’s Orientation
4. Enforcement
 - Complaint processing
5. Assessment
 - Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS)
 - Out and abouts

- Equal Opportunity and Treatment Incidents (EOTIs)

OTHER SERVICES

- Mediation
 - o DoD certified
 - o EO and non-EO issues
- Referral assistance
- Additional requested training about culture, diversity, sexual harassment, discrimination, communication skills, etc.

REFERENCES

ANGI 36-7, *ANG EO Program*

ANGI 36-3, *NG Military Discrimination Complaint System*

DoDD 1350.2, *DoD EO Program*

DoDD 1300.17, *Accommodation of Religious Practices*

AFI 51-903, *Dissident and Protest Activities*

Questions?

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