YOUR EO OFFICE



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WHAT ELSE SHOULD I KNOW?

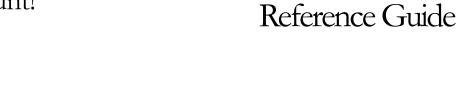
When in doubt, contact us! We are your subject matter experts and are here as a tool for you and your troops.

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

192d Fighter Wing Equal Opportunity (EO)

Commander's EO

"It's not about counting heads, it's about making heads count!"





192 FW/EO

168 Sweeney Blvd Bldg 768, Suite 210 Joint Base Langley-Eustis, VA 23665

Mailing Address: 159 Sweeney Blvd, Suite 107 Joint Base Langley-Eustis, VA 23665

(757) 225-2476

Or

(757) 764-7154



EQUAL OPPORTUNTIY

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 \rightarrow 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
 - 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?
Call (757) 225-2476
or

(757) 764-7154