



WEASEL NOTAM – 35FW-17-09
Equal Opportunity
18 Jan 23



PURPOSE: The 35th Fighter Wing has a zero-tolerance policy towards unlawful discrimination sexual harassment, bullying and hazing.

COMMANDER'S INTENT: Every military and civilian member of Team Misawa has the right to be treated with dignity and respect. Airmen, military or civilian, will not unlawfully discriminate against, intimidate, or threaten another individual based the following protected categories. **Military protected categories:** race, color, national origin, religion, sex, pregnancy, gender identity, or sexual orientation, and harassment (including hazing, bullying, and sexual harassment). **Civilian personnel protected categories:** instituted by the Equal Employment Opportunity Commission regulations prohibits harassment, sexual harassment, and unlawful discrimination based on race, sex, pregnancy, gender identity, and sexual orientation, color, national origin, age (over 40), religion, disability, genetic information, or retaliation.

I expect all commanders and leaders to create and foster a workplace free of unlawful discrimination, sexual harassment, bullying, hazing and retaliation. Commanders, managers, supervisors must enforce a zero-tolerance policy of discrimination in all forms and continue to identify and eliminate barriers to equal employment opportunities. Commanders and leaders at all levels must take swift and appropriate corrective and/or disciplinary action when members are found to have engaged in discrimination, harassment, or retaliation. Any member of Team Misawa who violates this policy may be subject to discipline.

Airmen are our greatest asset! I am fully committed to supporting our members to use their talents and abilities to achieve the highest levels of success. Only by embracing our shared core values will we eradicate discrimination in the workplace. I expect everyone to maintain the highest standards of personal and professional conduct and do their part in fostering a culture of integrity, service, and excellence at Misawa AB.

POC: For additional information or guidance, please contact the EO office at Equal Opportunity Office at 35fw.eo@us.af.mil or 315-226-3669.

MICHAEL P. RICHARD, Colonel, USAF
Commander, 35th Fighter Wing