



DEPARTMENT OF THE AIR FORCE
AIR FORCE RESERVE COMMAND

8 March 2020

MEMORANDUM FOR ALL 94 AW PERSONNEL

FROM: 94 AW/CC

SUBJECT: Equal Opportunity, Discrimination, Harassment, and Fair Treatment

1. The citizen airmen of the 94 Airlift are the most valuable resource of the Wing. To preserve the integrity of our vital mission and utilize the gifts and talents of our personnel, each member has the right to be free from the scourge of discrimination or harassment pertaining to race, religion, sex, sexual harassment, disability, age, sexual orientation, genetic information, national origin or reprisal. All forms of hazing, bullying, verbal abuse or hate are equally intolerable. Additionally, at no time should any reprisal action be taken against anyone who participates in speaking out against unlawful discrimination or harassment. We, the airmen of the 94th Airlift Wing, will uphold the virtues of these declarations.
2. We must protect the dignity of our members. We must respect each other. We will all strive to allow each member to prosper in their service to our nation by extolling the virtues and values that we swore to uphold. No one should be encumbered in their duties by the stress, pressure, anxiety, humiliation, or frustration resulting from discrimination or harassment. Anything other than a safe and productive environment, free from intolerance, discrimination and/or harassment of any kind is unacceptable.
3. If any member feels he or she has been a victim of discriminatory behavior, they can be assured that they have the full support of their leadership in addressing the issue. It is the duty of any member who witnesses discrimination, harassment, bullying or the like, to take the initiative to confront such behavior. If possible, these occurrences should be addressed immediately with direct confrontation of the perpetrator to inform them their behavior is offensive, unacceptable, and will not be tolerated. However, any individual has the right to elevate any form of hazing, bullying, discrimination, harassment or the like, to their supervisor or commander and/or seek guidance from the Equal Opportunity office.
4. Each member will and must be able to contribute to the mission in a safe environment, void of bullying, harassment or discrimination of any kind. We must foster an atmosphere free of these contravening threats. Regardless of innocent or ill intent, in the 94th Airlift Wing, each and every one of our members challenge hurtful acts and embrace a no-tolerance-culture. We owe that to ourselves, each other, and for the sake of our mission.



CRAIG MCPIKE, Col, USAF
Commander