

MeANG Equal Opportunity Training



Equal Opportunity Office

EO Director

Lt Col Emily Sevigny

EO Specialist

TSgt Hannah Dangler

Location: Building 505
(near classrooms)

Ph: 207-404-7357

(DSN 698)

Email: 101.ARW.EO.Org@us.af.mil

****UTA ONLY****



Program Objective

To be able to recognize that awareness of and involvement in **positive human relations** and diversity initiatives are essential to mission effectiveness.



Diversity

Diversity in the Air Force is broadly defined as a composite of **individual characteristics**, experiences, and abilities consistent with the Air Force Core Values and the Air Force Mission. Air Force Diversity **includes, but is not limited to, personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical/spiritual perspectives, age, race, ethnicity and gender.** (Former Secretary Michael Wynne)

Why Are we Here?

What does the Equal Opportunity Office do?

Helps manage the EO program by providing training, assessments, and support for the MeANG.

What protected categories fall under our purview?

- Race
- National Origin
- Color
- Religion
- Sex (including pregnancy)
- Sexual Orientation
- Gender Identity

Overview of Course Objectives

Objective 1 of 4

Recognize EO statutes, DOD, AF, and local EO policies

Objective 2 of 4


Identify and recognize the forms of unlawful discrimination and sexual harassment

Objective 3 of 4

Recall EO complaint process

Objective 4 of 4

Define and Discuss Roles and Responsibilities



MAIN POINT 1
of 4

EO statutes and EO
Policy Guidance

Signing of the Civil Rights Act of 1964



The [Civil Rights Act of 1964](#) (Pub.L. 88–352, 78 Stat. 241, enacted July 2, **1964**) is a landmark piece of **civil rights** and US labor law **legislation** in the United States that outlawed employment discrimination based on race, color, religion, sex, or national origin.

DoD Policy

.....rising to highest level.....

.....merit, fitness, capability.....



Promote an environment free from personal, social, or institutional barriers that prevent Service members from rising to the highest level of responsibility possible. Service members shall be evaluated only on individual merit, fitness, and capability. (DODD 1350.2)

All Service members and their families will be afforded equal opportunity in an environment free from harassment and unlawful discrimination on the basis of race, color, national origin, religion, sex, or sexual orientation. (DODD 1020.02E)

ANG Policy

.....any Airman, military or civilian.....
.....discriminate, harass, intimidate.....



It is against Air Force policy for any Airman to unlawfully discriminate against, harass, intimidate or threaten another Airman on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.

Local Policy



DEPARTMENT OF DEFENSE, VETERANS AND EMERGENCY MANAGEMENT
101ST AIR REFUELING WING (AMC), MAINE NATIONAL GUARD
101 MAINEIAC AVE, SUITE 505
BANGOR, ME 04401-8009

4 February 2022

MEMORANDUM FOR All Wing Personnel

FROM: 101 ARW/CC

SUBJECT: Equal Opportunity Policy (S/S Command Issuance Memo, 1 August 2020)

1. In accordance with DAFI 36-2710, *Equal Opportunity Program*, unlawful discrimination against military members is any unlawful action that denies equal opportunity to persons or groups based on their race, color, sex (including sexual harassment), national origin, religion, or sexual orientation.
2. It is the policy of the 101st Air Refueling Wing not to condone or tolerate unlawful discrimination or harassment of any kind. This zero-tolerance policy ensures that once unlawful discrimination or harassment is alleged, immediate and appropriate action is taken to investigate and resolve the allegations, and that unlawful behavior is stopped. Any Airman who engages in unlawful discriminatory practices or harassment of any kind may face disciplinary action.
3. In order to succeed, commanders, supervisors, and all 101 ARW personnel must assume their responsibility to ensure fair and equal treatment for all. Equal opportunity policy compliance is a function of leadership and command. Leaders and commanders will ensure all types of unlawful discrimination or harassment are stopped, and behavior corrected as soon as possible once they are made aware.
4. Discrimination and harassment have no place in our MAINEiac family and they will not be tolerated within this organization. My point of contact is the 101 ARW Equal Opportunity Office, Building 505, 404-7357, or 101.ARW.EO.Org@us.af.mil.

GILLIS.IANJ
M.1007165605
IAN J.M. GILLIS, Colonel, MeANG
Commander

Digitally signed by GILLIS.IANJ
M.1007165605
Date: 2022.02.04 16:42:06 -05'00'

Dissident and Protest Activities

Military personnel must not actively advocate supremacist doctrine, ideology, or causes.

(DODD 1325.6)

Active participation that the commander finds to be detrimental to good order, discipline, or mission accomplishment is incompatible with military service and prohibited.

(AFI 51-903)

Prohibited Activities

- Military personnel must not actively advocate supremacist, extremist, or criminal gang doctrine, ideology, or causes that advance, encourage, or advocate illegal discrimination, based on race, creed, color, sex, religion, ethnicity, or national origin or those that advance, encourage, or advocate the use of force, violence, or criminal activity or otherwise advance efforts to deprive individuals of their civil rights
- Military personnel must reject active participation in criminal gangs and in other organizations that advocate doctrine, ideology, or causes that attempt to create illegal discrimination, based on race, creed, color, sex, religion, ethnicity, or national origin; advocate the use of force, violence, or criminal activity; or otherwise engage in efforts to deprive individuals of their civil rights

Prohibited Activities

Active participation includes (but is not limited to):

- Fundraising
- Demonstrating or rallying
- Recruiting, training, organizing, or leading members
- Distributing material (in print or on-line)
- Wearing of gang colors or clothing
- Having tattoos or body markings associated with such gangs or organizations
- Any other activity that furthers the objectives of these organizations



MAIN POINT 2
of 4

Unlawful Discrimination
Sexual Harassment



Unlawful Discrimination

Any unlawful action that denies equal opportunity to persons or groups based on their race, color, national origin, religion, sex (to include pregnancy), gender identity, or sexual orientation.

DAFI 36-2710

Examples of Unlawful Discrimination

1. One person that is treated unfairly/unequally to comparison to another based upon a protected category
2. Any group of people (cliques) belonging to the same ethnicity excluding/ostracizing other groups based upon a protected category
3. System where a policy denies an individual or group a right or opportunity based upon a protected category
4. Terms used to degrade or connote negative statements pertaining to race, color, gender, national origin, religion, or age (Disparaging Terms).

(AFPAM 36-2705)



Values

Values are attitudes about the worth or importance of people, concepts, or things.

Values, attitudes, behaviors and beliefs are cornerstones of who we are and how we do things.



Perceptions

Perception: The procedures by which we try and interpret information about the environment that surrounds us.

Individuals form opinions of others or groups based on their past experiences, whether they are good or bad experiences.

Stereotypes

A conventional, formulaic, oversimplified opinion, conception, or belief. Five basic characteristics are that Stereotypes are (Webster's):

1. Fixed rigid ideas
2. Either over-generalizations or over-simplifications
3. Not supported by reasonable evidence
4. Driven by motives such as: fear, rationalization, and prejudice
5. Have an adverse impact on our behavior regardless of whether the implications are positive or negative

Prejudice

A positive/negative feeling or dislike based upon a faulty and inflexible generalization.

Origins of prejudice include:

1. Parents/family
2. Friends/peers
3. Media
4. Life experience

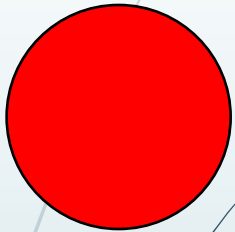


Religious Accommodation vs. Religious Discrimination

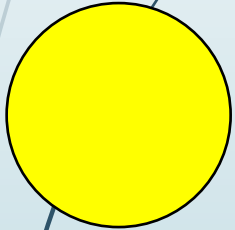
It is DOD Policy that requests for accommodation of religious practices should be approved by commanders when accommodations will not have an adverse impact on military readiness, unit cohesion, standards, or discipline.

(DODDI 1300.17)

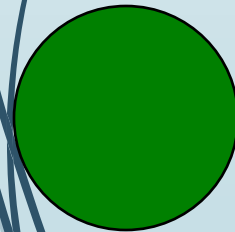
Sexual Harassment



Always unacceptable



Yellow light eventually becomes red!!



Acceptable behavior and conversation

Types

- * Verbal
- * Non Verbal
- * Physical

Sexual Harassment

Examples of Sexually Harassing Behaviors

Verbal

- Sexual comments about a person's clothing, body, or sexual activities
- Asking about a person's sex life, fantasies, preferences, or history
- Whistles and catcalls
- Repeatedly asking someone on a date

Non-Verbal

- Staring or leering
- Displaying sexually suggestive material
- Sexually oriented entertainment
- Sexually suggestive gestures with hands or body

Physical

- Standing close to or brushing a person's body
- Touching a person's hair or body
- Hugging, kissing, patting, stroking
- Touching, pinching, bumping, cornering

Impact

- Command **climate** suffers
- Creates **conflict** among unit members
- Undermines **confidence**
- **Productivity** is hampered and mission accomplishment can be seriously affected
- **Time** must be spent to retrain, counsel, investigate, or initiate actions
- Unit **Cohesiveness** suffers



MAIN POINT 3
of 4

EO Complaints

Military Complaints

Informal

Complainant chooses whether or not to file official complaint

- Resolve complaint on his/her own
- All filed complaints begin as “informal”
- Chain of Command

Formal

Complainant can withdraw filed complaint in writing OR if not resolved at informal level is sent to formal level

- Investigation

*Must file complaint within **180 days** of the alleged discrimination **OR** from when complainant became aware or should have been aware*



Non-military complaints

State Equal Employment Manager (SEEM)

Mr. Dan Dubay (207) 430-6149

JFHQ – Augusta



Reprisal

Taking or threatening to take an unfavorable personnel action or withholding or threatening to withhold a favorable personnel action against a military member for making or preparing a protected communication.

Maj Emily Andrews
IG Complaints
404-7113



MAIN POINT 4
of 4

Roles and
Responsibilities

What Are your Expectations For...

- Your peers?
- Other Co-workers?
- Your supervisor?
- Your First Sergeant?
- Your Commander?

Ultimately- whose responsibility is it to ensure EO compliance?

Personal Responsibility

- Confront the behavior
- Set a positive example on and off duty
- Use the chain of command
- Clarify perceptions vs. facts



Talking and Listening Skills

- Active Listening
- Inactive Listening
- Selective Listening



Non-verbal Communication

- Body
Language
- Distance
- Physical
Appearance
- Tone of Voice
- Touch



Assertiveness Skills

- Be factual
- Don't judge or exaggerate
- Use "I" messages
- List behaviors, results, and feelings



Intervention Strategies

- In the moment:
 - Name or acknowledge an offense or good deed
 - Point to the 'elephant' in the room
 - Interrupt the behavior
 - Publicly support an aggrieved person
 - Use body language to show disapproval
 - Use humor (with care)
 - Help calm strong feelings
 - Encourage dialogue
 - Call for help
- After the fact:
 - Privately support an upset person
 - Talk privately with the inappropriate actor
 - Report the incident, with or without names

Scenario

Capt Roberta Jackie overheard two of her co-workers, Capt Luis Gray and 1Lt Adina West, laughing quietly, whispering, and flirting with each other.

The next time Capt Jackie passed Capt Gray, she winked and said “Hi, sweet thing,” and looked him over, all in a joking manner.

Capt Gray was angry and offended and told her so.

Scenario

When Tom Bennet, a civilian supervisor of military personnel, gets his work group together for their monthly planning session, he always asks SSgt Carol Jackson to take notes and make coffee.

His work group consists of three administrative assistants, SSgt Jackson, SSgt Kevin Bridges, and SSgt Gerald Gibson.

Scenario

TSgt Marth Whit is very attracted to her supervisor, MSgt Dan Black. Since they're both single, she asked him over for dinner one Friday evening.

After a very pleasant evening and a few too many drinks, they ended up spending the night together.

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Questions?

