



# 177th Fighter Wing Equal Opportunity Office



**Lt. James Jaconski**  
EO Specialist

**Maj. David Forrester**  
EO Director

**MSgt. Harry Waugh**  
EO Specialist

Our office is open to serve every member of the 177th Fighter Wing. Our staff is dedicated and committed to ensure each member is entitled to serve in an environment that employs their talents, develops their potential, and recognizes their achievements, which is free of all types of discrimination or sexual harassment.

We are located in **Building 408 (Headquarters Building)**  
**1st Floor Room 115 and 2nd Floor Cubicle 237**

**Commercial: (609) 761-6807, 6276, 6253      DSN: 455-6276**

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## EQUAL OPPORTUNITY COMPLAINT PROCEDURES NGR (AR) 600-22/ANGI 36-3 NATIONAL GUARD MILITARY DISCRIMINATION SYSTEM

**WHO MAY FILE A COMPLAINT:** A National Guard military member, AGR (Title 32 USC), Applicants for membership, Recipients of NG services and Beneficiaries of NG under Title VII Civil Rights Act 1964

**ISSUES:** Race, Color, Religion, Gender (Sexual Harassment), National Origin, Reprisal (based on EO activity in a matter subject to control of the NG) Complaints based on age or handicaps are not addressed in the case of military members due to overriding concerns of fitness and deployability.

**TIME LIMITS:** Complaints **MUST** be filed 180 calendar days from date of the alleged act of discrimination or the date that the individual became aware or reasonably should have become aware of the discriminatory event or action.

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## DISCRIMINATION OR SEXUAL HARASSMENT

*It's Unacceptable!  
It's wrong!*

*It's illegal!  
It's a "zero tolerance"  
issue*

**IT ADVERSELY IMPACTS UNIT READINESS!**