



COMMANDER'S EQUAL OPPORTUNITY AND TREATMENT VISION



Colonel Derek B. Routt
177 FW Commander

- **ONE TEAM:** YOU are my top priority! WE, working as ONE TEAM, transform our mission statement from words to actual capabilities.
- Collectively, WE must ensure our workplace is an environment free from unlawful discrimination and harassment, and a Fighter Wing providing opportunity for ALL to advance based solely on individual merit.
- I do not condone or tolerate unlawful discrimination or harassment of any kind; those behaviors create a hostile work environment, eroding our unit cohesion and decreasing our military readiness.

The mission of the 177th Fighter Wing and its assigned units is “To Provide Highly Qualified/Combat Ready Citizen-Airmen, Mission-capable Aircraft & Equipment to Support National & State Objectives.” In order to accomplish our mission, we must ensure our work environment is free from all forms of harassment, including sexual harassment, hazing and bullying, and unlawful discrimination, intimidation and threats based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation. It is my duty to provide a Wing atmosphere in which all of you can thrive, reaching your full potential based solely on your merit. It is up to ALL of us, 177 FW Airmen, to always conduct ourselves professionally, to treat each other with respect, and to hold ourselves to the highest professional/moral standards.

The chain of command exists to promote, support, and enforce the EO program. The chain of command is the primary and preferred channel for identifying and correcting discriminatory practices. My expectation is this: Human relations and EO matters will be taken seriously and acted upon as necessary by every Commander and Supervisor. Zero Tolerance is my policy with respect to unlawful discrimination and harassment; immediate and appropriate action will be taken to investigate/resolve all allegations and ensure any proven unlawful behavior stops. The Wing EO Office will assist in addressing any issues that cannot be resolved through the chain of command. The EO Office can be reached at DSN 455-6807 or COMM 609-761-6807.

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