



COMMANDER'S MILITARY EQUAL OPPORTUNITY & TREATMENT VISION



Colonel John R. DiDonna Jr.
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/sexual harassment, and a Fighter Wing providing opportunity for ALL to advance based solely on merit, capability, fitness and performance
- **RESPECT** each other: I do not condone or tolerate unlawful discrimination/sexual harassment of any kind; those behaviors create a hostile work environment, eroding our unit cohesion and decreasing our military readiness

The mission of the 177 FW 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 sexual harassment and unlawful discrimination/harassment/intimidation/threats (based on race, color, national origin, religion, gender, 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, capability, fitness and performance. I alone cannot provide this atmosphere; 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 MEO 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 sexual harassment; immediate and appropriate action will be taken to investigate/resolve all allegations and ensure any proven unlawful behavior stops. The unit 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 455-6276 or COMM 609-761-6276.

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