



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

January 30, 2025

MEMORANDUM FOR ALMAJCOM-FOA-DRU-FLDCOM-COCOM/CC
Distribution C

SUBJECT: Equal Employment Opportunity and Military Equal Opportunity Programs
Continuation in Compliance with Executive Orders and Federal Laws

References: (a) Executive Order "Ending Radical and Wasteful Government DEI Programs and Preferencing," 20 January 2025
(b) Executive Order "Initial Rescissions of Harmful Executive Orders and Actions," 20 January 2025
(c) Executive Order "Restoring America's Fighting Force," 27 January 2025
(d) SAF/MR Memorandum, "Implementation of Executive Orders "Ending Radical and Wasteful Government DEI Programs and Preferencing," 20 January 2025; and "Initial Rescissions of Harmful Executive Orders and Actions," 20 January 2025," 22 January 2025

In a matter of clarity on the subject Executive Orders and SAF/MR Memorandum, this memorandum reaffirms the Department of the Air Force's (DAF) commitment to equal opportunity and nondiscrimination. It is essential to note that the DAF's Equal Employment Opportunity (EEO) (including Disability) and Military Equal Opportunity (MEO) policies and programs are distinct from Diversity, Equity, Inclusion, and Accessibility (DEIA) efforts, which have been rescinded by Executive Order. While DEIA programs focused on promoting diversity, equity, and inclusion, EEO and MEO programs are designed to promote equal opportunity and prevent discrimination in the workplace, as mandated by federal law and regulation.

The DAF's EEO and MEO policies and programs comply with the requirements of federal laws and regulations such as: 42 U.S.C. § 2000e et seq.; 29 U.S.C. § 621 et seq., 29 U.S.C. § 206(d), 29 U.S.C. § 791 et seq., 42 U.S.C. § 2000ff et seq., 10 U.S.C. § 1561, Public Law (P.L.) 117-81, P.L. 116-283, P.L. 114-328, P.L. 112-239, 29 CFR Part 1614, 5 CFR Part 720, EEOC Management Directives 110 and 715. Examples of EEO and MEO programs and initiatives that are still permitted and encouraged include training on equal employment opportunity laws and regulations, investigations into allegations of discrimination or harassment, and reasonable accommodations for employees with disabilities.

This memorandum further directs all MAJCOMs, FLDCOMs, FOAs, and DRUs to immediately discontinue the use, promotion, and dissemination of all DAF Equal Opportunity Program related logos, graphics, images, and other materials that reference or depict DEIA across all DAF platforms and venues (e.g., websites, email signatures, trainings, electronic or hardcopy promotional materials, etc.). This includes removing any language or imagery that promotes diversity, equity, inclusion, or accessibility as separate initiatives, such as diversity and

inclusion training, affinity groups, or targeted recruitment efforts that prioritize diversity over merit-based hiring. Example logos and images that are no longer in effect are at Attachment 1.

It is crucial to note that failure to comply with the Executive Order and discontinue DEIA programs may result in non-compliance and potential consequences, including loss of funding or other adverse actions. Therefore, it is essential to take immediate action to remove all DEIA-related materials and ensure that EEO and MEO programs are the sole focus of equal opportunity efforts.

Submit a list of actions taken to achieve compliance (e.g., removal of logos, etc.) no later than 1700 EST on 3 February 2025 to my points of contact maritza.sayle_walker.12@us.af.mil and kathleen.davis-siudut.1@us.af.mil.

GWENDOLYN R. DeFILIPPI, SES, DAF
Acting Assistant Secretary
(Manpower and Reserve Affairs)

Attachment:
As stated

cc:
SAF/PA
AF/A1
USSF/S1
NGB/A1
AF/RE
MAJCOM/A1
FLDCOM/S1

Attachment 1:
Example DAF Equal Opportunity Program Logos **No Longer in Effect**

