

Department of the Air Force Equal Opportunity Commitment of Service

The Department of the Air Force (DAF) Equal Opportunity (EO) Program provides oversight and implements both the civilian equal employment opportunity (EEO) complaint program and military equal opportunity (MEO) program and activities as outlined in DAF Instruction (DAFI) 36-2710, *Equal Opportunity Program*. This includes providing timely, fair, and impartial services to Airmen and Guardians (military and civilian) such as complaint processing, outreach, EO-related training and education, assistance through alternative dispute resolution (ADR), and other related services.

When engaging with the DAF EO Program, Airmen and Guardians (military and civilians) will be:

- ✓ Treated with dignity and respect in an environment free from unlawful discrimination and discriminatory harassment (including sexual harassment) against DAF civilian employees, former employees, and applicants for employment and prohibited discrimination, discriminatory harassment (including sexual harassment), and other forms of harassment (bullying and hazing) against military members described in [DAFI 36-2710].
- ✓ Provided timely, fair, and impartial services by trained and competent EO directors and EO practitioners who will maintain high personal and professional standards.
- ✓ Afforded the opportunity to provide a statement of events from their perspective without opinion or judgment from EO directors and EO practitioners.
- ✓ Notified of any conflicts of interests that prevent EO directors and EO practitioners from being able to provide competent and impartial services.
- ✓ Provided privacy, where permissible by law and/or policy, on information disclosed to an EO practitioner with the understanding that EO does not have the privilege of confidentiality. Note: Confidentiality cannot be provided during the formal EEO complaint process.
- ✓ Informed of EO directors' and EO practitioners' obligation to report suspected criminal activity to the commander(s) (and civilian equivalents) and appropriate law enforcement agencies.
- ✓ Informed that EO directors and EO practitioners can facilitate referrals to available and eligible resources or services with consent of that Airman or Guardian.
- ✓ Asked to describe the incident to as few representatives as practicable and not be required to unnecessarily repeat a description of the incident.
- ✓ Protected from retaliation and/or reprisal.
- ✓ Permitted to be accompanied by a companion of choice (e.g., friend, coworker, etc.) or other representative who may support and assist a potential complainant. For military sexual harassment complainants, this can include being accompanied by sexual assault response coordinators and sexual assault prevention and response victim advocates.

For additional information about the DAF EO Program, please refer to [DAFI 36-2710](#), *Equal Opportunity Program*, contact your servicing [DAF EO office](#), visit <https://www.af.mil/Equal-Opportunity/>, and/or call the DAF Unlawful Discrimination and Harassment Hotline (1-888-231-4058).