



**DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS 341st MISSILE WING (AFGSC)**

MEMORANDUM FOR ALL DoD/ NAF CIVILIAN PERSONNEL

FROM: 341 MW/CC

SUBJECT: 341 MW Equal Opportunity – DoD Civilian Anti-Harassment Message

1. In accordance with the authority in DoD Directive (DoDD) 5124.02, it is imperative that every member of our team recognize that harassment jeopardizes combat readiness and mission accomplishment, weakens trust and erodes organizational cohesion. Harassment is fundamentally at odds with the obligations of Service members and DoD civilian employees to treat others with dignity and respect.
2. DODI 1020.04 defines harassment as behaviors that are unwelcome or offensive to a reasonable person and that create conditions that interfere with work performance or create an intimidating, hostile or offensive work environment. In some circumstances, a single incident of harassing behavior is prohibited harassment whereas, in other circumstances, repeated or recurring harassing behavior may be required to constitute prohibited harassment.
3. My message is one of “zero tolerance”. I will not tolerate or condone harassment, to include harassment that is not unlawful but adversely affects the work environment. There is no place at Malmstrom AFB for behaviors or activities that produce or condone unlawful discriminatory harassment of any kind, to include stalking and sexual harassment.
4. It is my expectation that all Malmstrom personnel can present complaints freely to anyone without the fear of retaliation and or reprisal. We will protect the confidentiality of those reporting harassment to the greatest extent possible. We will evaluate all allegations of harassment under the totality of the circumstances, to include an assessment of the nature of the conduct and the context in which the conduct occurred. Anyone who is in violation to this message or the harassment instruction will be swiftly dealt with appropriately.
5. Leaders at all levels will be accountable for fostering a climate of inclusion that supports diversity, is free from harassment, supports those who report harassment and prohibits retaliation and reprisal against those who allege harassment.
6. I expect all commanders, leaders and supervisors to respond to harassment incidents within your organizations utilizing all the available resources, to include the DoD Alternative Dispute Resolution Program, to aid in resolving alleged harassment at your disposal, including the Equal Opportunity office at DSN 632-4525, office cell (406) 868-0073.
7. This memo supersedes all previous memorandums with the same subject.

ANITA A. FEUGATE OPPERMAN, Colonel, USAF  
Commander