



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

30 Sep 2024

MEMORANDUM ALL MALMSTROM AFB PERSONNEL

FROM: 341 MW/CC

SUBJECT: Air Force Equal Opportunity and Treatment (EOT) Guidance

1. The 341st Missile Wing is committed to providing a workplace free of unlawful discrimination and sexual harassment, where all Team Malmstrom members can excel with dignity and respect. As Installation Commander, I am determined to ensure Team Malmstrom personnel perform their duties and participate in activities free from unlawful discrimination and sexual harassment. In accordance with DAFI 36-2710, *Equal Opportunity Program*, active-duty military personnel are protected from unlawful discrimination based on race, color, national origin, religion, hazing, bullying and sex (harassment, orientation, and gender id). Air Force civilian employees are protected from unlawful discrimination based on the same categories with additional purviews to include age, disability (mental/physical), religion, genetic information, and reprisal/retaliation.
2. My policy regarding unlawful discrimination and sexual harassment is simple: **ZERO TOLERANCE**. Engaging in implicit or explicit sexual behavior, making discriminatory or sexual comments, gestures, jokes, displaying photographs of a sexual nature (using any personal or government medium), or using offensive language will not be tolerated.
3. We must hold those who violate or condone violation of this policy accountable. Commanders, supervisors, and managers must take the lead in applying this guidance, ensuring every member of Team Malmstrom understands and embraces Air Force EOT. When members observe unlawful acts, they must take immediate action and report incidents through the chain of command or contact the Equal Opportunity Office. There will be no retaliation or reprisal against members who exercise the right to report violations.
4. As Airmen, both military and civilian, we are committed to taking care of each other and maintaining an environment that is free from discrimination which values human dignity, fosters teamwork, and sets positive examples for all. By adhering to the standards outlined in this memorandum, we can continue to have a positive human relations climate at Malmstrom AFB. For further guidance, contact the EO Office at 731-4525.

A handwritten signature in black ink, appearing to read "D. Voorhies", is positioned above the printed name.

DANIEL J. VOORHIES, Colonel, USAF
Commander