

104th Fighter Wing Equal Opportunity

Bldg. 1, Room 124

Hours: 0800-1100 & 1300-1500 (RSD Only)

Office: 413-568-9151 (ex. 698-1117)

NGB EO 24/7 Hotline: 1-800-371-0617 (NON-RSD)

SEEM MA JFHQ: 339-202-3119 (NON-RSD)

Military Basis of Discrimination:

- Harassment (sexual, non-sexual, and others)
- Race
- Sex (including sexual orientation)
- Color
- National Origin
- Religion

NOTE: Military complaints must be filed within 6 regularly scheduled drills (RSDs) of the most recent offense.

Civilian Basis of Discrimination:

- Harassment (sexual & non-sexual)
- Race
- Sex (including pregnancy, gender identity, and sexual orientation)
- Color
- National Origin
- Religion
- Age (over 40)
- Disability
- Genetic information

NOTE: Individuals must contact an EO advisor within 45 days when he/she became aware of the prohibited/effective date of the personnel action.

Bullying, Hazing, Derogatory Treatment

Effective 1 November 2019, the EO office handles any reports of bullying, hazing, favoritism, harassment and/or any derogatory/negative treatment, regardless of basis for that treatment. If you feel like you have been treated differently compared to your co-workers and peers, you have the right have the behavior stopped and corrected.

Other Services Provided:

- **Informal Assistance & Complaint Resolution**
 - An informal meeting to discuss if an action/treatment is inappropriate and what your rights are regarding receiving unwanted attention.
- **Education/ Training**
 - Human Relations Education (HRE), Newcomers' Briefing, Key Personnel Briefing, etc.
- **Defense Equal Opportunity Climate Survey (DEOCS)**
 - Checking the pulse of your unit concerning leadership, effectiveness, morale, and discrimination/harassment.
- **Alternative Dispute Resolution**
 - Closed meeting between you and another, mediated by EO, to work through any differences or disagreements in a neutral atmosphere.