**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.

**Bulling, Hazing, Derogatory Treatment**

Effective 1 November 2019, the EO office handles any reports of bulling, 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.

**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.

**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.

**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)**

**104th Fighter Wing Equal Opportunity**

Bldg. 1, Room 124

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