



## DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 19TH AIRLIFT WING (AMC)  
LITTLE ROCK AIR FORCE BASE, ARKANSAS

9 October 2023

MEMORANDUM FOR 19 AW PERSONNEL

FROM: 19 AW/CC

SUBJECT: Equal Opportunity Memorandum

1. I have zero tolerance for unlawful discrimination and harassment of any kind. It jeopardizes combat readiness and mission accomplishment, weakens trust within the ranks, and erodes unit cohesion. We must work effectively as a team to accomplish the mission, and critical to that teamwork is the ability to work in an environment of mutual respect, trust, and fair treatment.
2. It is the right of all Airmen, military or civilian, to be free from discrimination and harassment in all aspects of their employment. Discrimination is defined as, *"Any unlawful action that denies equal opportunity to persons or groups based on race, color, sex (including pregnancy and sexual orientation), national origin, or religion. In the case of civilian employees, this also includes age, disability, genetic information, and reprisal."* Harassment is defined as, *"Behavior that is unwelcome or offensive to a reasonable person, whether oral, written, or physical, that creates an intimidating, hostile, or offensive environment."*
3. If you feel you are a victim of unlawful discrimination or harassment, I encourage you to utilize the most appropriate level within the chain of command to resolve your concerns or seek assistance from the Equal Opportunity (EO) office. DoD civilian employees are also encouraged to use their chain of command as well or seek assistance from the EO office, Civilian Personnel (for appropriated funds employees), or the Human Resource office (for non-appropriated funds employees). There will be no retaliation or reprisal against members who exercise their right to file complaints. Those who feel they have been reprisal against may go directly to the Inspector General, the EO office, or their commander.
4. The proud, disciplined professionals of Team Little Rock deserve to live and work in an environment free from discrimination and harassment. I expect each member to support, promote, and enforce the tenants of equal opportunity and treatment. This memo supersedes previous EO memoranda.

DENNY R. DAVIES, Colonel, USAF  
Commander

**BLACK KNIGHTS... MOVE OUT!**