

Offutt Air Force Base Equal Opportunity Office



The Equal Opportunity Program works to promote a positive human relations climate, free from sexual harassment, unlawful harassment (to include **hazing** and **bullying**) and unlawful discrimination based on **race, color, national origin, religion or sex (also age, disability [mental or physical], equal pay, genetic information, sexual orientation, and retaliation for civilian employees)**. Our goal is for every individual to have the ability to raise to the highest level of success based on their own performance and merit. We also provide methods of **clarification** and **dispute resolution**. The **Military Equal Opportunity** (MEO) process covers discrimination of *active-duty personnel, their family members* and *retirees*. The **Equal Employment Opportunity** (EEO) process covers Air Force *current employees, former employees* and or *applicants* from employment-related discrimination. Additionally, we provide special assistance to Commanders to identify and prevent negative human relation factors.

MEO Process

- Serves as Subject Matter Expert for Command Directed Investigations
- Informal complaint uses the chain of command or peers to resolve alleged violation
- **Formal complaint must be filed within 60 days** of alleged discrimination (waived with Installation Commander approval)
- Formal complaint process seeks clarification within 20 duty days (14 duty days for sexual harassment)

EEO Process

- **Complaint must be filed within 45 calendar days** of alleged discrimination, or in case of personnel action, 45 calendar days of the effective date or when you become aware of personnel action.
- 30-day fact finding and interviews performed by EEO Counselor
- Complainant has 15 days to file formal complaint after final interview
- If accepted, investigation is concluded in 180 days

**Negotiation & Dispute Resolution to include mediation/facilitation available at any time throughout either process.*

Other Services Provided:

- | | |
|------------------------------------|--------------------------------|
| - Organizational Assessments | - Commander's Calls |
| - Customized Briefings | - Advisor, Special Observances |
| - Out & About Program | - Referral Services |
| - EOT Incident Clarification | - Human Relations Education |
| - Four Lenses | - True Colors |
| - Emotional Intelligence Level 1&2 | - Crucial Conversations |



Mr. Randy White
Director



(C)MSgt Debra Spivey
Superintendent



Mr. Robert Loftus
Senior Counselor



(M)Sgt Tasha Ringdahl
NCOIC



SSgt Heranfel Ayala
EO Specialist

55 WG/EO is located at 901 SAC Blvd. Bld 500/Ste 2A 2Fl – Rm 2E27

(402) 294-3709 DSN: 232-3709

AF Unlawful Discrimination and Sexual Harassment Hotline

Toll Free: 1-888-231-4058 Commercial: 210-565-5214 DSN: 655-5214



"A first resource, Not a last resort"