



# 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 rise 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 all Active Duty Members. **The Military Equal Opportunity (MEO) no longer covers discrimination of 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. DAFI 36-2710

**Negotiation & Dispute Resolution to include mediation available at any time throughout process**

## **MEO Process**

- ❖ Serves as Subject Matter Expert for Commander Directed Investigations
- ❖ Informal complaint uses the chain of command or peers to resolve alleged violation
- ❖ **Formal complaint must be filed within 90 duty days** of alleged discrimination (waivered 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 processed by the Investigations and Resolution Directorate (IRD)

**CONTACT INFO:** <https://www.offutt.af.mil/Units/55th-Wing/55th-Wing-Staff-Agencies/55th-Wing-Equal-Opportunity/>  
**55 WG/EO is located at 901 Warkhawk Blvd, Bldg 500 (Second Floor) - Room 2E27, Offutt AFB**  
**(402) 294-3709 DSN: 271-3709 or (402) 682-8884**

**AF Unlawful Discrimination and Sexual Harassment Hotline**

**Toll Free: 1-888-231-4058 Commercial: 210-565-5214 DSN: 665-5214**

## **EQUAL OPPORTUNITY TEAM**



**Mr. Randy White**  
Director



**TSgt Heranfel Ayala**  
Superintendent



**Mr. Robert Loftus**  
Senior Counselor



**SSgt Tyler Willrich**  
Counselor

**"A first resource, Not a last resort"**

CAO 18 Oct 24

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