



DEPARTMENT OF THE AIR FORCE
502D AIR BASE WING
JOINT BASE SAN ANTONIO



MEMORANDUM FOR 502D AIR BASE WING ACTIVITIES AND MISSION PARTNERS

FROM: 502 ABW/CC
2080 Wilson Way
JBSA - Fort Sam Houston TX 78234-7680

SUBJECT: Military and Civilian Equal Opportunity (EO) Program

1. I am strongly committed to the support and enforcement of civilian and military EO practices and principles at Joint Base San Antonio (JBSA). It is vital we maintain a mission-ready workforce by ensuring a workplace free from unlawful discrimination. Workplace harassment, sexual harassment, and reprisal will not be tolerated.

2. In accordance with Department of the Air Force Instruction (DAFI) 36-2710, *Equal Opportunity Program*, decisions and actions affecting military personnel shall be free from discrimination based on race, color, national origin, religion, or sex (including pregnancy). Additionally, military members are protected from bullying and hazing under this program. Both military and civilian personnel are safeguarded against sexual harassment within the EO program's scope. For civilian employees and applicants, these protections extend to additional categories, including disability (mental and physical), age (40 or older), and genetic information. All personnel should have an equal and fair opportunity for promotion, selection, evaluation, development, advancement, retention, training, and recognition. Employees and management must ensure JBSA remains in full compliance with DoD guidance for military and civilian EO programming. Service members, civilian employees, and applicants for employment who allege discrimination may seek redress by contacting the EO Office. While the EO Office will advise and assist, the chain of command is still the primary and preferred channel for resolving EO issues. A positive attitude and personal commitment on the part of commanders and supervisors at every level are essential to ensure discrimination is eliminated.

3. A workforce that is free of discrimination ensures equality of opportunity. I am confident every one of us will continue to protect and advance the principles of equal employment opportunity outlined in this policy. For further information regarding these programs, please contact one of the EO Offices below:

502 ABW EO/ADR Director	2080 Wilson Way (Bldg. 247)	(210) 808-0029
JBSA Lackland EO/ADR	1701 Kenly Ave, Ste. 138N (Bldg. 2484)	(210) 671-4284
JBSA Randolph EO/ADR	355 Street West, Ste. (Bldg. 220)	(210) 652-3749
JBSA Ft Sam Houston EO/ADR	2824 Stanley Rd, Ste. 21 (Bldg. 142)	(210) 221-7798

4. Thank you for your continued support. This letter will be placed on all JBSA official bulletin boards.

RANDY P. OAKLAND
Brigadier General, USAF
Commander