



United States Air Force Academy
Equal Opportunity Office
8034 Edgerton Drive, Suite 100 | Sijan Hall, Suite 2A12
719-333-4258

Equal Opportunity (EO)

The purpose of the EO program is to ensure members are treated with dignity and respect while promoting an environment free from personal, social, or institutional barriers that prevent Airmen and Guardians from rising to the highest level of responsibility possible. Members will be held to standards based on merit, fitness, and capability, which enhances unit cohesion, mission readiness, and mission accomplishment by ensuring equal treatment and employment opportunities for all members. DAF has a zero-tolerance policy towards prohibited discrimination including sexual harassment, bullying, and hazing. This zero-tolerance policy means that once discrimination or harassment is alleged, appropriate action will be taken to investigate, clarify, or resolve allegations and stop prohibited behavior. Airmen and Guardians must not discriminate against, harass, intimidate, or threaten another person based on their race, color, religion, sex or national origin. Additional protected categories for civilian employees include age (above 40), disability (mental and physical), reprisal, or genetic information. Members are encouraged to address prohibited behaviors and use their chain of command.

Who we Serve

- All USAFA Military members, including cadets and cadet candidates
- Current and former Department of the Air Force Civilian employees (Appropriated & Non-appropriated Fund)
- Applicants for Department of the Air Force employment

When to Contact Us

- You must contact the EO office within **45-calendar days** of an incident or effective date of a personnel action if you are a current or former Federal Civilian or applicant and wish to initiate the EO complaint process.
- You must contact the EO office within **90-duty days** of an incident/action if you are a military member and wish to initiate the MEO complaint process.

After You Contact Us

An EO staff member will conduct an initial interview with you to frame the allegations surrounding your claim(s). The staff member will explain the EEO/MEO complaint process and any other potential options available to you to address your concerns. If you choose to proceed, then we will explain your rights and responsibilities and begin the appropriate process.

Schedule an Appointment

Please call (716) 333-4258 or email usafa.eo@us.af.mil

DAF Unlawful Discrimination
and Harassment Hotline
1-888-231-4058



EO Contact Card