



Equal Opportunity Newsletter

Bldg 600, 1st floor adjacent to CTO, 575-784-2471

Staff: Capt L. Miller (TDY) TSgt K. Howard TSgt M. Morris

July– September 2012

*Commandos, as the 2011 AFSOC EO Office of the Year, we take pride in our service to you and strive to epitomize Excellence in ALL we do. **Mission:** Deliver world-class EO and Human Relations services through balanced compliance, education, climate assessments, ADR, and Affirmative Employment to attract and propagate a diverse culture that enables the total force the opportunity to attain the highest levels of achievement commensurate with individual talent and performance. **Vision:** Enhance the AF mission through an inclusive corporate culture that promotes positive human relations and teamwork in an environment of equity, dignity and respect.*

EO Specialists as Subject Matter Experts (Reference: AFI 36-2706)

If a CDI is conducted, the EO specialist **should be used** as Subject Matter Expert (SME), and provide assistance in developing interview questions, analyzing evidence and reviewing the draft Report of Investigation (ROI) before it is submitted to SJA for review.

EO provides SME assistance for CDI's or other investigations (CWI) when the allegations are within the military EO purview of unlawful discrimination based on, race, color, national origin, religion, or sex or sexual harassment.

The assistance entails: framing issues and allegations, identifying relevant standards and definitions, evaluating the evidence, reviewing the ROI to ensure key facts and supporting documentation submitted by the complainants, alleged offenders, witnesses, statements and official documents are part of the official Air Force record.

We have an Investigating Officer guide in our office (hard or soft copy) to facilitate the ease of the process. Please remember to utilize our office. We are here to serve you!

In the News:

Power and Privilege: If you have the rank, you have the power. Don't abuse it.

<http://www.airforcetimes.com/news/2012/07/ap-court-martial-begins-in-lackland-sex-scandal-071612/>

Upcoming Special Observances:

- * **Women's Equality Day** – 26 August
Theme: *Celebrating Women's Right to Vote*
- * **Hispanic Heritage Month** – 15 Sep – 15 Oct

Please encourage participation and volunteering!

Management Perspective by TSgt Morris

I recently finished my Course 14. Throughout the course, I found nuggets of wisdom I found useful as a professional manager. It often led me to search out validating information or other sources for the content, as it also provided fodder for my coursework in Organizational Change. Through one query, I found a great acronym (because we love those). I hope you find it useful.

RESPECT

Resolve conflicts immediately and at the lowest level.

Explore options that will improve unit relationships. Sensitize yourself and your subordinates to the issues.

Promote positive human relations.

Eliminate unacceptable behavior.

Consider the needs of your organization.

Take a stand against discrimination and sexual harassment

RESPECT Source: 2008 Brooks City-Base Website FactSheet