



**DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS 5TH BOMB WING (AFGSC)  
MINOT AIR FORCE BASE NORTH DAKOTA**

13 May 2025

MEMORANDUM FOR ALL MINOT AFB PERSONNEL

FROM: 5 BW/CC

SUBJECT: Minot AFB Equal Opportunity (EO) Policy

1. All Airmen deserve to live and work in an environment free from unlawful discrimination, unlawful harassment, sexual harassment, hazing, or bullying. All individuals here at Minot AFB have the responsibility to uphold a culture of respect, dignity, and understanding. Any behavior that detracts from this policy is contrary to the Air Force core values and must be addressed immediately. My policy is simple; these acts will not be tolerated or condoned by anyone.

a. Discrimination, IAW DAFI 36-2710, is any action that denies a right, privilege, or opportunity to others on the basis of race, color, national origin, religion, sex (including pregnancy), or sexual orientation that is not otherwise authorized by law or regulation and detracts from military readiness. DOD civilian employees have additional bases that include age (over 40), disability, genetic information, and reprisal.

b. Unlawful harassment, pursuant to DoDI 1020.03, is conduct that creates an intimidating, hostile, or offensive work environment for another person based on a protected basis. The use of disparaging terms contributes to a hostile work environment and will not be tolerated.

c. Sexual harassment, IAW DAFI 36-2710, involves any unwelcomed sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature.

d. Bullying, pursuant to DoDI 1020.03, is a form of harassment that includes acts of aggression by service members or DOD civilian employees, without a nexus to military service, with the intent of harming a service member either physically or psychologically without a proper military or governmental purpose.

e. Hazing, pursuant to DoDI 1020.03, includes conduct that physically or psychologically injures, or creates a risk of injury, without a proper military or governmental purpose for initiation into or admission to any military or DoD civilian organization.

2. Proactive education and visible leadership are crucial to the prompt resolution of EO concerns. Leaders at all levels are encouraged to act affirmatively to eliminate negative behaviors, ensure personnel adhere to this policy, and work with the EO office to address concerns IAW DAFI 36-2710, *Equal Opportunity Program*.

3. It is every members' responsibility to foster an environment free from discrimination, sexual and non-sexual harassment. I expect leaders at all organizational levels to implement and communicate the Air Force policy of "zero tolerance". Each member is encouraged to use their chain of command to resolve any concerns. The EO staff stands ready to assist at 475 Summit Dr., Ste 227 or via DSN at 453-1911. The success of our mission depends on every Airmen's contribution and the ability to work as a proud, confident, and professional team. This letter supersedes all previous letters, same subject.

JESSE W. LAMARAND, Colonel, USAF  
Commander