



47th Flying Training Wing
Laughlin AFB TX



Equal Opportunity and Treatment Program

The Wing Equal Opportunity (EO) Office provides a safe avenue to address on-/off-base incidents which may negatively disrupt the installation Human Relations Climate i.e. personality conflicts, ineffective communication, favoritism, hostile workplace environments, etc. The Equal Opportunity and Treatment mission is supported by the 47 FTW Commander, DoD, Title VII of the Civil Rights Act of 1964 and the Equal Employment Opportunity Commission (EEOC). The EO Office’s primary objective is ensuring 100% mission effectiveness by eliminating unlawful discrimination against all DoD military, civil service, retirees, separated, contractors and their family members where the individual was denied an opportunity, right, privilege or treated disparately based upon any of the following: **Race, Color, Sex, Pregnancy, National Origin, Religion, Age (40), Retaliation, Disability (mental/physical), Sexual Harassment, Genetic Information or Equal Compensation.**

Our office promotes a workplace environment free from personal, social or institutional barriers by conducting **Human Relations Education, Teambuilding, Assessments (Informal/Formal), Diversity Training and Complaint Processing (Informal/Formal).** The EO Office, along with the Investigative Resolution Division, resolves complaints by using various “Lowest Level Resolution” techniques i.e. **Counseling, Facilitations, Mediations, Investigations, Surveys,** etc. The EO complaint/appeal initial filing requirements vary between 15-60 days based upon pertinent data i.e. complainant DoD status. For Lowest Level Resolution, individuals are expected to comply with the DoD EOT “Zero Tolerance” policy, eliminate unlawful discrimination immediately, attempt to resolve the issue directly, seek assistance from a friend, co-worker, chain of command (all levels are encouraged) or report the incident to the EO Office.



Mr. Bryan Osborne
EO Director

MSgt Gwendolen Wilder
Superintendent

47 FTW/EO
561 Liberty Dr., Suite 1
Laughlin AFB TX 78843-5230

Commercial: (830) 298-5400
DSN: 732-5400
Fax: (830) 298-5446

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