



## DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 633D AIR BASE WING

JOINT BASE LANGLEY-EUSTIS VA

29 July 2025

MEMORANDUM FOR ALL 633 ABW – UNLIMITED  
ALL ASSOCIATES/TENANTS - UNLIMITED

SUBJECT: Equal Opportunity (EO) Non-Discrimination and Harassment Policy Memorandum

1. Joint Base Langley-Eustis (JBLE) is uniquely postured as one of the Department of Defense (DoD) premier Joint Base installations. As such, it is imperative that we all create and maintain an environment that promotes mutual respect and dignity for our workforce at all levels. Equal Opportunity is a readiness issue and I expect everyone to take individual responsibility to support and enforce my 'Zero-Tolerance' policy when it comes to unlawful discrimination and harassment. These behaviors will not be tolerated or condoned by any member of this installation.
2. Unlawful discrimination against civilians includes, but is not limited to, failing or refusing to hire or promote, removing, or otherwise discriminating against any individual with respect to compensation, terms, conditions, or privileges of employment because of a person's race, sex (including pregnancy), color, religion, national origin, age, genetic information, disability (mental or physical), or retaliation based on prior Equal Opportunity activity. With respect to active duty military members discrimination includes, any unlawful action that denies equal opportunity to persons or groups based on their race, color, sex (including sexual harassment), national origin, religion, or sexual orientation. Meanwhile, unlawful harassment includes hazing and/or bullying behavior.
3. Commanders and Directors at all organizational levels are expected to create and foster a workplace free from unlawful discrimination, sexual harassment, hazing and bullying. All leaders including, commanders, military, and civilian supervisors will promptly address and eliminate any of these workplace issues. Furthermore, any member who participates in an EO process or discloses possible EO violations at any time should not be reprimed/retaliated against. This policy will be communicated through commander's calls, briefings, and policy memorandums consistent with DAFI 36-2710, *Equal Opportunity Program*.
4. For questions concerning this memo or the EO program, contact the 633 ABW EO office at (757) 764-5877 (Langley) or (757) 878-3727 (Ft Eustis).

STEPHEN G. ANDERSON, Colonel, USAF  
Commander