



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY

21 November 2024

MEMORANDUM FOR DISTRIBUTION P

FROM: HQ USAFA/CC

SUBJECT: Superintendent's Policy on Harassment - Zero Tolerance

1. We have zero tolerance for any form of harassment. These actions demean our teammates, devalue their contributions, and impede our successful mission execution.
2. Commanders are responsible for creating an environment where our teammates can thrive and express their concerns. Commanders will address and take appropriate actions whenever such allegations are identified. If you believe you are a victim of unlawful discrimination, you have the inherent right to share your concerns without fear of reprisal or retaliation.
3. We are all responsible for ensuring fair treatment for our entire team. While we encourage resolution within the chain of command, individuals also have the right to seek resolution through the informal and formal processes available through our Equal Opportunity program.
4. For more details regarding this policy or for assistance, please contact the Equal Opportunity team at 333-4258 or via e-mail at usafa.eo@us.af.mil.

A handwritten signature in black ink, appearing to read "Tony D. Bauernfeind", is positioned above the printed name.

TONY D. BAUERNFEIND
Lieutenant General, USAF
Superintendent