



DEPARTMENT OF THE AIR FORCE
UNITED STATES AIR FORCES IN EUROPE

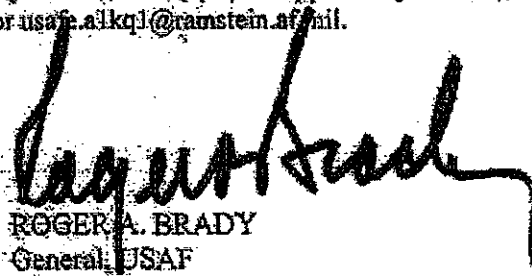
MAY 05 2008

MEMORANDUM FOR USAFE ADDRESS #2 - MAJOR USAFE UNITS
USAFE ADDRESS #6 - DIRECTORATES AND COMPARABLE
STAFF OFFICES

FROM: USAFE/CC
Unit 3050 Box 1
APO AE 09094-0501

SUBJECT: Equal Opportunity and Mutual Respect

1. Each and every member of the United States Air Forces in Europe, military and civilian alike, has a vital role in our nation's defense and a direct responsibility for executing all assigned missions. Our responsibility to each other is to provide a workplace and living environment free from discrimination and harassing behavior. Now, more than ever, we need every Airman fully focused on mission accomplishment. Our Airmen and their families have the right to live and work in an environment free of harassment regardless of race, religion, ethnicity, national origin, gender, or sexual orientation. The standard is mutual respect, plain and simple.
2. Our diversity is one of our greatest strengths. Commanders and leaders at every level must seek ways to embrace diversity and foster an environment of inclusion -- not exclusion. I believe this attitude is at the heart of our improvement efforts and critical for development of our personnel. Let your organizations know that we, the leadership of USAFE, have zero tolerance for violations of equal opportunity, and we will quickly address and correct violations. We have streamlined our Equal Opportunity (EO) functions into one office and our EO staff stands ready to advise and assist you. As always, I encourage Airmen to resolve matters at the lowest level possible. However, when necessary do not hesitate to consult the EO staff, judge advocate, and/or inspector general for advice on a course of action that deals with the issue fairly, minimizes impact on the unit, and maximizes unit cohesion.
3. The HQ USAFE POC is CMSgt Bryan Osborne, HQ USAFE/AIKQ (Equal Opportunity Branch), DSN 314-480-6761, commercial +49-6371-47-6761, or usafe.aikq1@ramstein.af.mil.


ROGER A. BRADY
General USAF
Commander

WITT-003808

EXHIBIT	6
Deponent	LOVERDE
Date	8/11/10 Rdt. D.H.
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