



**DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS 144<sup>TH</sup> FIGHTER WING (ACC) (ANG)  
FRESNO AIR NATIONAL GUARD BASE CALIFORNIA**

2 Apr 2016

MEMORANDUM FOR 144<sup>th</sup> FW

FROM: 144<sup>th</sup> FW/CC

SUBJECT: Prevention of Sexual Harassment

1. Sexual harassment will not be tolerated at the 144th Fighter Wing. Sexual harassment includes unwanted or unsolicited sexual advances or overtures, requests for sexual favors, and all other deliberate verbal, non-verbal or physical contact of a sexual nature. Sexual harassment violates acceptable standards of character and fairness required of all Airmen and Civilian employees. It also impedes mission accomplishment and wing workplace cohesion.
2. Sexually-oriented jokes, graffiti, magazines, posters, photos, texts, and emails will not be tolerated, and are not allowed on government facilities, aircraft, and vehicles. Offensive behavior that violates a person's rights granted under Title VII of the Civil Rights Act is a violation of law. Any information that offends on the basis of race, color, national origin, sex/gender, age, disability, or religion has the potential to create a hostile work environment, and will be dealt with according to the law and regulation. In addition, any use of government computers and related software, peripherals to access any sexually explicit internet website violates Air Force and Air National Guard sexual harassment policy.
3. It is the responsibility of every leader to examine allegations of sexual harassment and take the necessary action to address matters adequately and promptly. All Airmen and Civilian employees can be assured that this type of offensive behavior will not be tolerated and will be dealt with accordingly.
4. Recipients of such advances, whether male or female, should make it clear that such behavior is unacceptable and report the occurrence of harassment to their chain of command. Sexual harassment (military) complaints should be filed within 180 days, and (civilian) within 45 days.
5. If you have any questions, please contact Maj Regina Cherf, Director, Equal Opportunity, at 559-454-5133 or [regina.a.cherf.mil@mail.mil](mailto:regina.a.cherf.mil@mail.mil).

REED C. DRAKE, Colonel, CA ANG  
Commander



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SUBJECT: Equal Opportunity (EO) and Equal Employment Opportunity (EEO)

1. This memorandum is to inform our Leaders, Airmen, and Civilian Employees that readiness depends on people, our most vital asset. The increasing diversity of our landscape suggests that a multicultural workforce is a business asset and key to mission readiness. We must take advantage of all our combined strengths to keep the 144<sup>th</sup> FW the quality Wing that it is.
2. California Air National Guard leadership has made a firm commitment to ensure equal opportunity treatment in the recruitment and advancement of all our personnel. I am committed to maintaining a positive work environment that is productive and free from discrimination and bias. Leaders are responsible for ensuring that Airmen and Civilian Employees of the 144<sup>th</sup> FW receive fair, equitable treatment on the basis of their capabilities. I want to guarantee that we have a climate which encourages all employees to freely identify and report injustices and discrimination of any form, without the threat of intimidation or reprisal. I expect Leaders, Airmen, and Civilian Employees to take swift and positive steps to eradicate biased behaviors and discriminatory practices.
3. Wing support at all levels is necessary to guarantee the EO and EEO principles and practices are utilized throughout the 144<sup>th</sup> FW. To achieve this goal, I encourage the utilization of EO and EEO complaint process by alerting their chain of command and reporting violations to the 144<sup>th</sup> FW/EO Office within 45 days for EEO (civilian) complaints, and within 180 days for EO (military) complaints.
4. If you have any questions, please contact Maj Regina Cherf, Director, Equal Opportunity, at 559-454-5133 or [regina.a.cherf.mil@mail.mil](mailto:regina.a.cherf.mil@mail.mil).

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