

**WYOMING AIR NATIONAL GUARD
HEADQUARTERS 153d AIRLIFT WING
217 DELL RANGE BLVD, CHEYENNE, WYOMING**



1 January 2010

MEMORANDUM FOR ALL WYOMING AIR NATIONAL GUARD MEMBERS

FROM: 153 AW/CC

SUBJECT: Policy on Equal Opportunity, Fair Treatment, and Respect for Human Dignity

1. **PURPOSE:** This policy states that my firm commitment to maintain and enforce an environment and attitude in the 153d Air Wing, which ensures all members are extended equal opportunity, fair treatment, and respect for their human dignity.
2. **POLICY:** We of the 153d Air Wing will provide equal opportunity, fair treatment, and respect for the dignity of all members, irrespective of their race, color, ethnicity, religion, national origin, sex, or age. This policy also includes all civilians whom we associate with and is in accordance with Federal and State laws.
3. **COMMANDER'S PHILOSOPHY:** To be successful as a unit and as individuals, we must not engage, nor tolerate, any form of unlawful discrimination whatsoever. I demand all levels of leadership to be ever vigilant for any signs of these problems and upon their identification take immediate corrective action to eliminate any denial of equal opportunity, unfair treatment, or disrespect for a person's dignity. Failure to support this policy results in seriously degrading our ability to reach maximum individual and unit potential and damages mission effectiveness. Follow the golden rule at all times: **TREAT ALL PEOPLE THE SAME WAY YOU WOULD LIKE TO BE TREATED.**
4. Reported violations of this policy will be dealt with promptly and corrective actions will be taken as required. Affected members may be assured they can seek help or redress without fear of reprisal.

DENNIS D. GRUNSTAD II, Col, WY ANG
153AW Commander