

## AIR NATIONAL GUARD EQUAL OPPORTUNITY ANNUAL REPORT

REPORTS ARE REQUIRED FROM EACH WING EO OFFICE BY 15 JANUARY (INCLUDE GSUs)  
SEND TO: ANGRCEO at USAF.JBANAFW/NGB-CC.Mbx.ANGRC-Equal-Opportunity@mail.mil

UNIT NAME AND ADDRESS: 110th Attack Wing  
3545 Mustang Ave  
Battle Creek, MI 49014

GAINING MAJCOM(S): ANG  
ACC  
FY REPORTED: 2017

### SECTION 1. COMPLAINT SUMMARY INFORMATION

PART 1A. TOTAL NUMBER OF DISCRIMINATION COMPLAINTS	SECTION 1. COMPLAINT SUMMARY INFORMATION	PART 1C. FORMAL COMPLAINT DISPOSITION
(INFORMAL AND FORMAL - NOT TO INCLUDE CDI OR CMI)	(DOCUMENTED ON NGB FORM 333)	
CONSULTATION / ASSISTANCE (NO COMPLAINT FILED)	DISCRIMINATION CONFIRMED	0
(DOCUMENTED ON AF FORM 1271)	DISCRIMINATION NOT CONFIRMED	0
INFORMAL (Autofill from Section 1B)	DISCRIMINATION UNDETERMINED	0
FORMAL (Autofill from Section 1C)	IN PROGRESS (OPEN)	0
<b>PART 1B. INFORMAL COMPLAINT DISPOSITION</b> (DOCUMENTED ON NGB FORM 333) NOTE: ONLY REPORT CASES IN PART 1B THAT BEGAN AND ADMINISTRATIVELY CLOSED AT THE INFORMAL LEVEL. INFORMAL CASES THAT MOVED TO FORMAL WILL BE REPORTED IN TABLES 1C, 3A, 3B & 3C.	SETTLED / RESOLVED	0
IN PROGRESS (OPEN)	WITHDRAWN	0
SETTLED / RESOLVED	REFERRED (ALL OR IN PART):	0
WITHDRAWN	TO WHOM: (Notate in Section 10)	0
REFERRED (ALL OR IN PART):	ALTERNATIVE DISPUTE RESOLUTIONS (ADR)	0
TO WHOM: (Notate in Section 10)	ALTERNATIVE DISPUTE RESOLUTION SETTLED	0
ALTERNATIVE DISPUTE RESOLUTION (ADR)		0
ALTERNATIVE DISPUTE RESOLUTION SETTLED		0

### SECTION 2. INFORMAL COMPLAINT DETAILS

PART 2A. BASIS OF INFORMAL COMPLAINTS (INDICATE ALL THAT APPLY)	PART 2B. INFORMAL COMPLAINT ALLEGATIONS AND ISSUES (INDICATE ALL THAT APPLY)	PART 2C. ACTION TAKEN WHEN DISCRIMINATION CONFIRMED
RACE	APPOINTMENT/ENLISTMENT	COUNSELING (VERBAL OR WRTN)
COLOR	ASSIGNMENT OF DUTIES	LETTER OF COUNSEL / REPRIMAND
RELIGION	AWARDS/DECORATIONS	NON-JUDICIAL PUNISHMENT
GENDER (NOT SEXUAL HARASSMENT)	HARASSMENT (NON-SEXUAL)	REMOVAL FROM POSITION
SEXUAL HARASSMENT	HARASSMENT (SEXUAL)	ADMINISTRATIVE DISCHARGE
NATIONAL ORIGIN	PROMOTION/NON-SELECTION	OTHER:
REPRISAL	EVALUATION/APPRaisal	CASE IN PROGRESS
	DISCIPLINARY ACTION	
	DUTY HOURS	
	REASSIGNMENT	
	RETIREMENT	
	TIME/ATTENDANCE	
	TRAINING/EDUCATION	
	OTHER:	

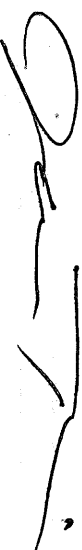
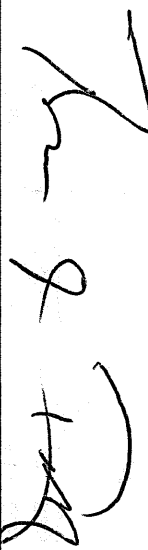
PART 3A. BASIS OF FORMAL COMPLAINTS (INDICATE ALL THAT APPLY)		SECTION 3. FORMAL COMPLAINT DETAILS		PART 3B. FORMAL COMPLAINT ALLEGATIONS AND ISSUES (INDICATE ALL THAT APPLY)		PART 3C. ACTION TAKEN WHEN DISCRIMINATION CONFIRMED									
RACE	0	APPOINTMENT/ENLISTMENT	0	COUNSELING (VERBAL OR WRTN)	0										
COLOR	0	ASSIGNMENT OF DUTIES	0	LETTER OF COUNSEL / REPRIMAND	0										
RELIGION	0	AWARDS/DECORATIONS	0	NON-JUDICIAL PUNISHMENT	0										
GENDER (NOT SEXUAL HARASSMENT)	0	HARASSMENT (NON-SEXUAL)	0	REMOVAL FROM POSITION	0										
SEXUAL HARASSMENT	1	HARASSMENT (SEXUAL)	1	ADMINISTRATIVE DISCHARGE	0										
NATIONAL ORIGIN	0	PROMOTION/NON-SELECTION	0	OTHER:	0										
REPRISAL	0	EVALUATION/APPRaisal	0	CASE IN PROGRESS	1										
		DISCIPLINARY ACTION	0												
		DUTY HOURS	0												
		REASSIGNMENT	0												
		RETIREMENT	0												
		TIME/ATTENDANCE	0												
		TRAINING/EDUCATION	0												
		OTHER:	0												
SECTION 4. COMPLAINTS OUT OF OFFICE		SECTION 4. COMPLAINTS OUT OF OFFICE		SECTION 4. COMPLAINTS OUT OF OFFICE		SECTION 4. COMPLAINTS OUT OF OFFICE									
COMMAND DIRECTED INVESTIGATIONS / COMMAND WORKED ISSUES		0		CONGRESSIONAL EO COMPLAINTS		0									
SECTION 5. EO STAFF		SECTION 5. EO STAFF		SECTION 5. EO STAFF		SECTION 5. EO STAFF									
PART 5A. STAFF ASSIGNED / TRAINED		PART 5A. STAFF ASSIGNED / TRAINED		PART 5A. STAFF ASSIGNED / TRAINED		PART 5A. STAFF ASSIGNED / TRAINED									
NUMBER OF PERSONNEL ASSIGNED IN EO OFFICE		Enlisted		Officers											
CURRENT RANK OF PERSONNEL ASSIGNED		1		2											
CURRENT SKILL LEVEL OF ENLISTED STAFF MEMBERS		Tsgt		1st LT, Capt											
WHICH OFFICERS (BY NAME) NEED TO ATTEND FORCE SUPPORT OFFICERS SCHOOL (FSOS)?		7		0											
WHICH PERSONNEL (BY NAME) NEED TO COMPLETE DEOMI TRAINING?				0											
EO STAFF NAMES, PERSONAL E-MAIL ADDRESSES AND PHONE#:															
Capt Jonna Phillips, jonna.b.phillips.mil@mail.mil, 269-969-3400 x7086															
1st Lt Brian Burdett, brian.e.burdett.mil@mail.mil, 269-969-3400 x7086															
TSgt Israel Baker, israel.m.baker.mil@mail.mil, 269-969-3400 x 7087															
HAVE TRAINING REQUESTS BEEN SUBMITTED TO BETM FOR EOARCC ENROLLMENT?		Y/N													
PART 5B. SELECTED PROGRAM INFORMATION		PART 5B. SELECTED PROGRAM INFORMATION		PART 5B. SELECTED PROGRAM INFORMATION		PART 5B. SELECTED PROGRAM INFORMATION									
CURRENT DRUG TESTING PROGRAM ASSIGNMENTS (SIGNIFY Y/N ON COLUMNS BELOW ACCORDING TO ASSIGNMENT OF RESPONSIBILITIES):		CURRENT DRUG TESTING PROGRAM ASSIGNMENTS (SIGNIFY Y/N ON COLUMNS BELOW ACCORDING TO ASSIGNMENT OF RESPONSIBILITIES):		CURRENT DRUG TESTING PROGRAM ASSIGNMENTS (SIGNIFY Y/N ON COLUMNS BELOW ACCORDING TO ASSIGNMENT OF RESPONSIBILITIES):		CURRENT DRUG TESTING PROGRAM ASSIGNMENTS (SIGNIFY Y/N ON COLUMNS BELOW ACCORDING TO ASSIGNMENT OF RESPONSIBILITIES):									
(NOTE: When Drug Testing responsibilities transition out of EO, this section will be omitted by direction from NGB-EO)		(NOTE: When Drug Testing responsibilities transition out of EO, this section will be omitted by direction from NGB-EO)		(NOTE: When Drug Testing responsibilities transition out of EO, this section will be omitted by direction from NGB-EO)		(NOTE: When Drug Testing responsibilities transition out of EO, this section will be omitted by direction from NGB-EO)									
EO STAFF	No	Participant Selection	No	Notification	No	Assigning Observers	No	Specimen Collection	No	Packaging & Sending Specimens	No	Updating Data Systems	No	Tracking Progress Toward Goals	No

SECTION 6. EO EDUCATION AND TRAINING				OTHER CLASSES TAUGHT BY EO STAFF (I.E.: DIVERSITY, STRESS MANAGEMENT, CONFLICT RESOLUTION, SUBSTANCE ABUSE PREVENTION)	
	NEWCOMERS ORIENTATION	HRE / POSH RECURRING TRAINING	KEY PERSONNEL BRIEFING	CLASS TITLE	FREQUENCY
NUMBER OF CLASSES	2	6	4		
ENLISTED IN ATTENDANCE	10	112	0		
OFFICERS IN ATTENDANCE	60	48	4		
TOTAL ATTENDEES	70	160	4		
SECTION 7. ASSESSMENTS					
TOTAL NUMBER OF UNITS IN THE WING / GSU	14				
TOTAL NUMBER OF UNITS ASSESSED THROUGH DEOCS	12				
NUMBER OF DEOCS CURRENTLY ONGOING	0				
NUMBER OF DEOCS COMPLETE	12				
NUMBER OF FOCUS GROUPS	0				
NUMBER OF INTERVIEWS	0				
OUT AND ABOUT VISITS COMPLETED AND DOCUMENTED	2				
CAIB MEETINGS HELD AND DOCUMENTED DURING THE FY	2				
PART 8. SPECIAL EMPHASIS PROGRAM INVOLVEMENT:					

**SECTION 9. REMARKS NARRATIVE**

PLEASE INCLUDE COMMENTS IN THE FOLLOWING AREAS: 1) EO OFFICE GOALS; 2) EXAMPLES OF EXCELLENCE IN YOUR PROGRAM; 3) LIST ANY TRAINING YOU WOULD LIKE TO SEE OFFERED IN FUTURE WORKSHOPS OR CONFERENCES; 4) REFERRALS FROM PART 1B; 5) LIST BY UNIT NAME ALL GSUs ASSOCIATED WITH YOUR WING 6) ADDITIONAL QUESTIONS. (ATTACH ADDITIONAL SHEETS IF NEEDED). NOTE: Forward a copy of this CC signed report to your State Equal Employment Manager (SEEM) and NGB / EO.

1. The EO Office goals: Increase the amount of Out and Aouts, improve HRE course, conduct 2-4 Focus Groups this fiscal year, and ensure IGEMs and MICT remain current.
- 2
3. We would like more information about the mentioned Conference in March. In this office we are DSGs and need time to coordinate with our civilian jobs.
4. NA
5. MI ANG Joint Forces Headquarters and Alpena CRTIC
6. Again, any conference information would be helpful and were NGB is at in developing curriculum for HRES.

TYPED / PRINTED NAME OF EO DIRECTOR, RANK, ORGANIZATION	SIGNATURE	DATE
Jonna B. Phillips, Capt, USAF 110th Attack Wing		7 Jun 18
Bryan J. Teff, Col, USAF 110th Attack Wing		7 Jun 18