

## AIR NATIONAL GUARD EQUAL OPPORTUNITY ANNUAL REPORT

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

UNIT NAME AND ADDRESS: 114th Fighter Wing 1201 West Algonquin Street, Sioux Falls, SD 57104	GAINING MAJCOM(S): ACC	FY REPORTED: 2019
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### SECTION 1. COMPLAINT SUMMARY INFORMATION

PART 1A. TOTAL NUMBER OF DISCRIMINATION COMPLAINTS (INFORMAL AND FORMAL - NOT TO INCLUDE CDI OR CWI)		PART 1C. FORMAL COMPLAINT DISPOSITION (DOCUMENTED ON NGB FORM 333)	
CONSULTATION / ASSISTANCE (NO COMPLAINT FILED) (DOCUMENTED ON AF FORM 1271)	1	DISCRIMINATION CONFIRMED	0
INFORMAL (Autofill from Section 1B)	0	DISCRIMINATION NOT CONFIRMED	0
FORMAL (Autofill from Section 1C)	0	DISCRIMINATION UNDETERMINED	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.		IN PROGRESS (OPEN)	0
		SETTLED / RESOLVED	0
IN PROGRESS (OPEN)	0	WITHDRAWN	0
SETTLED / RESOLVED	0	REFERRED (ALL OR IN PART): TO WHOM: (Notate in Section 10)	0
WITHDRAWN	0	ALTERNATIVE DISPUTE RESOLUTIONS (ADR)	0
REFERRED (ALL OR IN PART): TO WHOM: (Notate in Section 10)	0	ALTERNATIVE DISPUTE RESOLUTION SETTLED	0
ALTERNATIVE DISPUTE RESOLUTION (ADR)	0	<b>PART 1D. NUMBER OF CASES INVOLVING ALLEGED DISCRIMINATION OFFICIALS NOT GOVERNED BY TITLE 32</b>	
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
COLOR	ASSIGNMENT OF DUTIES	COUNSELING WRITTEN
RELIGION	AWARDS/DECORATIONS	LETTER OF COUNSEL
GENDER (NOT SEXUAL HARASSMENT)	HARASSMENT (NON -SEXUAL)	LETTER OF REPRIMAND
SEXUAL HARASSMENT	HARASSMENT (SEXUAL)	NON-JUDICIAL PUNISHMENT
NATIONAL ORIGIN	PROMOTION/NON-SELECTION	REMOVAL FROM POSITION
REPRISAL	EVALUATION/APPRaisal	ADMINISTRATIVE DISCHARGE
	DISCIPLINARY ACTION	OTHER:
	DUTY HOURS	CASE IN PROGRESS
	REASSIGNMENT	
	RETIREMENT	
	TIME/ATTENDANCE	
	TRAINING/EDUCATION	
	OTHER:	

**SECTION 3. FORMAL COMPLAINT DETAILS**

PART 3A. BASIS OF FORMAL COMPLAINTS (INDICATE ALL THAT APPLY)		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	0
COLOR	0	ASSIGNMENT OF DUTIES	0	COUNSELING WRITTEN	0
RELIGION	0	AWARDS/DECORATIONS	0	LETTER OF COUNSEL	0
GENDER (NOT SEXUAL HARASSMENT)	0	HARASSMENT (NON-SEXUAL)	0	LETTER OF REPRIMAND	0
SEXUAL HARASSMENT	0	HARASSMENT (SEXUAL)	0	NON-JUDICIAL PUNISHMENT	0
NATIONAL ORIGIN	0	PROMOTION/NON-SELECTION	0	REMOVAL FROM POSITION	0
REPRISAL	0	EVALUATION/APPRaisal	0	ADMINISTRATIVE DISCHARGE	0
		DISCIPLINARY ACTION	0	OTHER:	0
		DUTY HOURS	0	CASE IN PROGRESS	0
		REASSIGNMENT	0		
		RETIREMENT	0		
		TIME/ATTENDANCE	0		
		TRAINING/EDUCATION	0		
		OTHER:	0		

**SECTION 4. COMPLAINTS OUT OF OFFICE**

COMMAND DIRECTED INVESTIGATIONS / COMMAND WORKED ISSUES	0	CONGRESSIONAL EO COMPLAINTS	0
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**SECTION 5. EO STAFF**

**PART 5A. STAFF ASSIGNED / TRAINED**

	Enlisted	Officers
NUMBER OF PERSONNEL ASSIGNED IN EO OFFICE	1	1
CURRENT RANK OF PERSONNEL ASSIGNED	MSgt	1st Lt
CURRENT SKILL LEVEL OF ENLISTED STAFF MEMBERS	7	
WHICH OFFICERS (BY NAME) NEED TO ATTEND FORCE SUPPORT OFFICERS SCHOOL (FSOS)?		None
WHICH PERSONNEL (BY NAME) NEED TO COMPLETE DEOMI TRAINING?	None	None

**EO STAFF NAMES, PERSONAL E-MAIL ADDRESSES AND PHONE#:**

Name: 1st Lt Maria Schaffhauser Email: maria.a.schaffhauser.mil@mail.mil DSN: 798-5707  
 Name: Msgt Michael Van Driesen Email: michael.j.vandriesen.mil@mail.mil DSN: 798-5707

HAVE TRAINING REQUESTS BEEN SUBMITTED TO BETM FOR EOARCC ENROLLMENT?  Y /  N (if not applicable - Leave blank)

**PART 5B. SELECTED PROGRAM INFORMATION**

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)

	Participant Selection	Notification	Assigning Observers	Specimen Collection	Packaging & Sending Specimens	Updating Data Systems	Tracking Progress Toward Goals
EO STAFF	No	No	No	No	No	No	No

**SECTION 6. EO EDUCATION AND TRAINING**

	NEWCOMERS ORIENTATION	HRE / POSH RECURRING TRAINING	KEY PERSONNEL BRIEFING	OTHER CLASSES TAUGHT BY EO STAFF (I.E.: DIVERSITY, STRESS MANAGEMENT, CONFLICT RESOLUTION, SUBSTANCE ABUSE PREVENTION)	
				CLASS TITLE	FREQUENCY
NUMBER OF CLASSES	3	7	6		
ENLISTED IN ATTENDANCE	102	448	5		
OFFICERS IN ATTENDANCE	1	25	1		
TOTAL ATTENDEES	103	473	6		

**SECTION 7. ASSESSMENTS**

TOTAL NUMBER OF UNITS IN THE WING / GSU	17
TOTAL NUMBER OF UNITS ASSESSED THROUGH DEOCS	3
NUMBER OF DEOCS CURRENTLY ONGOING	0
NUMBER OF DEOCS COMPLETE	3
NUMBER OF FOCUS GROUPS	0
NUMBER OF INTERVIEWS	0
OUT AND ABOUT VISITS COMPLETED AND DOCUMENTED	20
CAIB MEETINGS HELD AND DOCUMENTED DURING THE FY	0

**SECTION 8. SPECIAL EMPHASIS PROGRAM INVOLVEMENT:**

Our office spreads awareness of the Special Emphasis month through a number of different avenues. We post the months awareness poster in the DFAC, publish the awareness month poster in the UTA bulletin and send the poster and information specific to the month through Airman's Voice.

**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. Fully train and qualify new enlisted member prior to MSgt Van Driesen's retirement. Train 100% of airman in HRE/POSH. Improve Out and About information gathering. Gather information that is pertinent to the overall unit climate, and improve communication with unit commanders on the information gathered.
2. Our office is in the process of visiting every roll call on base in order to improve office visibility and discuss the resource our office is to the airman. In addition we are presenting our HRE/POSH training. We feel this is aiding in briefing fatigue and getting airman back to fulfilling their AFSC duties. Our Out and About program is also a success. We visited 20 shops in 2019.
3. Discussions on the grey areas of EO issues - How religious/moral beliefs are different than a discrimination issue.

4. N/A

5. N/A

6. When is the new ANGI / AFI being released? Could we get an updated list of all current memos?

Additional Duties: Member of Joint Diversity Council - (state level), Wing Diversity Council, CAIB, Wellness Council, Airmen Voice.

TYPED / PRINTED NAME OF EO DIRECTOR, RANK, ORGANIZATION	SIGNATURE	DATE
MARIA A. SCHAFFHAUSER, 1ST LT, 114TH FIGHTER WING		11-Jan-20
TYPED / PRINTED NAME OF WING / GSU COMMANDER, RANK, ORGANIZATION	SIGNATURE	DATE
MARK R. MORRELL, COLONEL, 114TH FIGHTER WING		11-Jan-20