



*Personnel*

**COMMANDER'S HUMAN RESOURCE MANAGEMENT PROGRAM**

**COMPLIANCE WITH THIS PUBLICATION IS MANDATORY**

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OPR: 913 AW/ME (Capt Roxane T. Reinhart)

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This instruction implements Air Force Policy Directive 36-27. It establishes the Commander's Human Resource Management Policy and applies to all components of the 913th Airlift Wing.

***SUMMARY OF REVISIONS***

This revision has been globally updated. An (\*) indicates revision from previous edition.

**1. The Commander's Human Resource Management Program.**

\*1.1. Mission accomplishment within an environment free from arbitrary discrimination and sexual harassment is a command directive and imperative to the continued capacity of the Air Force to perform its mission. Unit Commanders, functional managers, and supervisors are responsible for providing a work environment free from unlawful discrimination and sexual harassment. In accordance with AFI 36-2701, they must ensure compliance with Air Force Standards of Conduct and be responsible for maintaining a workplace that fosters human dignity and respect.

\*1.2. It is the duty of all assigned personnel to conduct their business in a manner free of arbitrary discrimination based on race, religion, color, sex, or national origin. Unit members must not tolerate any instances of such discrimination in their workplaces.

\*1.3. Sexual harassment will not be tolerated on this installation. Sexual harassment is defined as: sex discrimination involving unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of sexual nature when: A) submission to or rejection is made explicitly or implicitly a term or condition of a person's job, pay, or career; B) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; C) Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment; D) Any person in a supervisory or command position who uses or condones implicit or explicit sexual behaviors to control, influence, or affect the career, job, or pay of a member or civilian employee; E) Any military member or civilian employee makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature. Confirmed instances of sexual harassment will result in the most severe form of disciplinary response permitted by the situation.

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Commander