

**3 SEPTEMBER 1993**



**Personnel**

**SOCIAL ACTIONS**

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1. The Air Force best performs its missions in an environment that fosters both fair treatment for its people and freedom from substance abuse. To advance this environment, this directive establishes policies for social actions.
2. The Air Force will conduct its affairs free from unlawful discrimination and sexual harassment. It provides equal opportunity and treatment for all members irrespective of age, color, national origin, race, ethnic group, religion, or gender, except as prescribed by statute or policy.
  - 2.1. The Air Force will establish a systematic approach to address inequalities or inconsistencies which adversely affect people and may be due to unlawful discriminatory practices and will ensure channels are available to air equal opportunity complaints without fear of reprisal.
  - 2.2. Whenever unlawful discrimination is found, the Air Force immediately eliminates it and neutralizes the effects. Commanders or supervisors who are aware of unlawful discrimination by subordinates but fail to take action may be disciplined.
3. The Air Force will ensure personnel do not abuse alcohol or drugs. Specifically, the Air Force will:
  - 3.1. Establish programs to prevent alcohol abuse, attempt to restore to duty persons with problems attributable to alcohol abuse, and provide transitional counseling to those pending separation who cannot, or will not, be restored to normal duty.
  - 3.2. Not tolerate drug abuse, and will establish programs to prevent drug abuse, identify drug abusers, and provide transitional counseling to drug abusers, pending separation. Drug abuse may lead to criminal prosecution or administrative discharge under other than honorable conditions.
4. This directive establishes the following responsibilities and authorities:

4.1. Headquarters US Air Force (HQ USAF) is responsible for policy oversight and advocacy of the Air Force's social actions program and for interface with the Office of the Secretary of Defense staff concerning development of the Department of Defense (DoD) policy and legislative initiatives. The Assistant Secretary of the Air Force for Manpower, Reserve Affairs, Installations and Environment (SAF/MI) discharges this responsibility for the Secretary of the Air Force.

4.2. The Deputy Chief of Staff for Personnel (HQ USAF/DP) develops, coordinates, and executes personnel policy and essential procedural guidance for the management of the social actions program.

4.3. The Chief of Air Force Reserve (HQ USAF/RE) develops specific social actions programs for Air Force Reserve (AFRES) military personnel and oversees the AFRES force in support of Air Force policies.

4.4. The Director of the Air National Guard (NGB/CF) develops specific social actions programs for Air National Guard (ANG) military personnel and oversees ANG force in support of Air Force policies.

4.5. Air Force Military Personnel Center manages the development of social actions programs and monitors social actions progress in support of Air Force policies.

4.6. Major commands establish social actions programs and develop plans for using social actions personnel during peacetime, contingencies, hostilities, and war.

4.7. Installation commanders implement local social actions programs and ensure all equal opportunity complaints are investigated fairly, impartially, and promptly and that they are reported to the social actions office. They ensure that complaints of reprisal are referred to the Inspector General.

4.7.1. All equal opportunity complaints are investigated fairly, impartially, and promptly and they are reported to the social actions office.

## 5. Terms Explained:

5.1. **Alcohol Abuse** is the illegal or improper use or possession of alcohol, on or off duty, that results in, but is not limited to, impaired duty performance, intoxicated driving, domestic disturbances, assault, aberrant behavior, altercations, underage drinking, or other behavior inconsistent with Air Force standards. Categories of alcohol abuse are defined in AFI 36-2701, *Social Actions Operating Procedures*.

5.2. **Drug Abuse** is the illegal or improper use, possession, sale, transfer, or trafficking of any controlled substance included in Schedules I, II, III, IV, and V in Title 21, United States Code, Section 821 drug abuse paraphernalia, or any intoxicating substance, other than alcohol, that is inhaled, injected, consumed, or introduced into the body in any manner to alter mood or function. Categories of abuse are defined in AFI 36-2701.

5.3. **Sexual Harassment** is a form of gender discrimination. A more detailed definition is outlined in AFI 36-2701.

5.4. **Unlawful Discrimination** is any action that unlawfully or unjustly results in unequal treatment of persons or groups based on age, color, national origin, race, ethnic group, religion, or gender and for which distinctions are not supported by legal or rational considerations.

6. See **Attachment 1** for measuring compliance with this policy.
7. See **Attachment 2** for related policies and instructions.

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## Attachment 1

### MEASURING COMPLIANCE WITH POLICY

**A1.1.** Compliance with Substance Abuse Control policy is measured by two indicators: Alcohol Abuse Identifications (per 1,000 military) and Drug Abuse Identifications (per 1,000 military). Data are accessible via the personnel data system.

A1.1.1. Alcohol abuse identification is measured and assessed by comparing the actual number of military personnel identified as alcohol abusers per 1,000 military members compared to the projected estimates based on historical data, by fiscal year. The desired trend will show a decrease in actual identified abusers per fiscal year (**Figure A1.1.** ).

A1.1.2. Drug abuse identification is measured and assessed by comparing the actual number of military personnel identified as drug abusers per 1,000 military members compared to the projected estimates based on historical data, by fiscal year. The desired trend will show a decrease in actual identified abusers per fiscal year (**Figure A1.2.** ).

**A1.2.** Compliance with equal opportunity policy is measured by two methods: Equal opportunity and treatment (EOT) complaints per 1,000 military members and sexual harassment complaints per 1,000 military members. Data are collected semiannually, RCS: HAF-DP(SA)7204, *EOT/HRE Summary*. Both indicators will show a trend comparison between actual complaints reported and historical complaint data, by fiscal year (**Figure A1.3.** and **Figure A1.4.** ).

Figure A1.1. Sample Metric of Alcohol Identifications per 1,000 (Military).

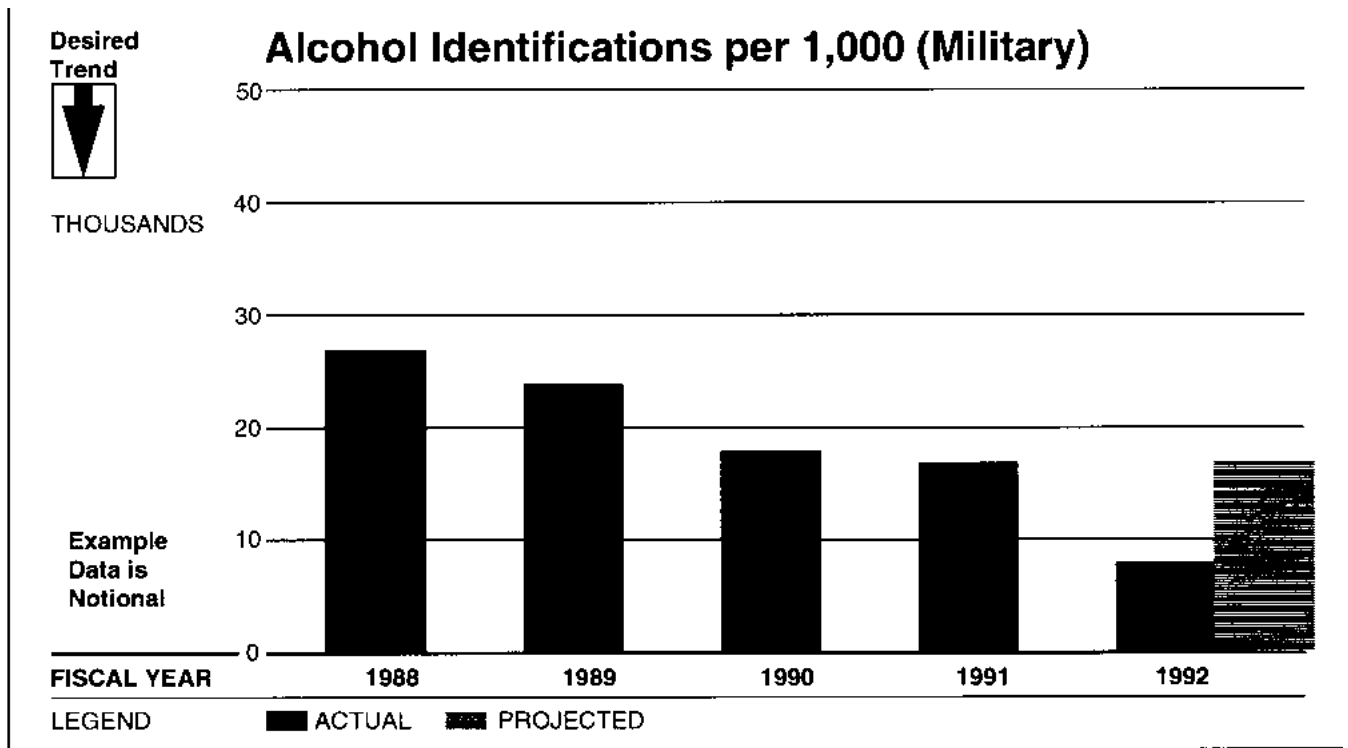


Figure A1.2. Sample Metric of Drug Abuse Identifications per 1,000 (Military).

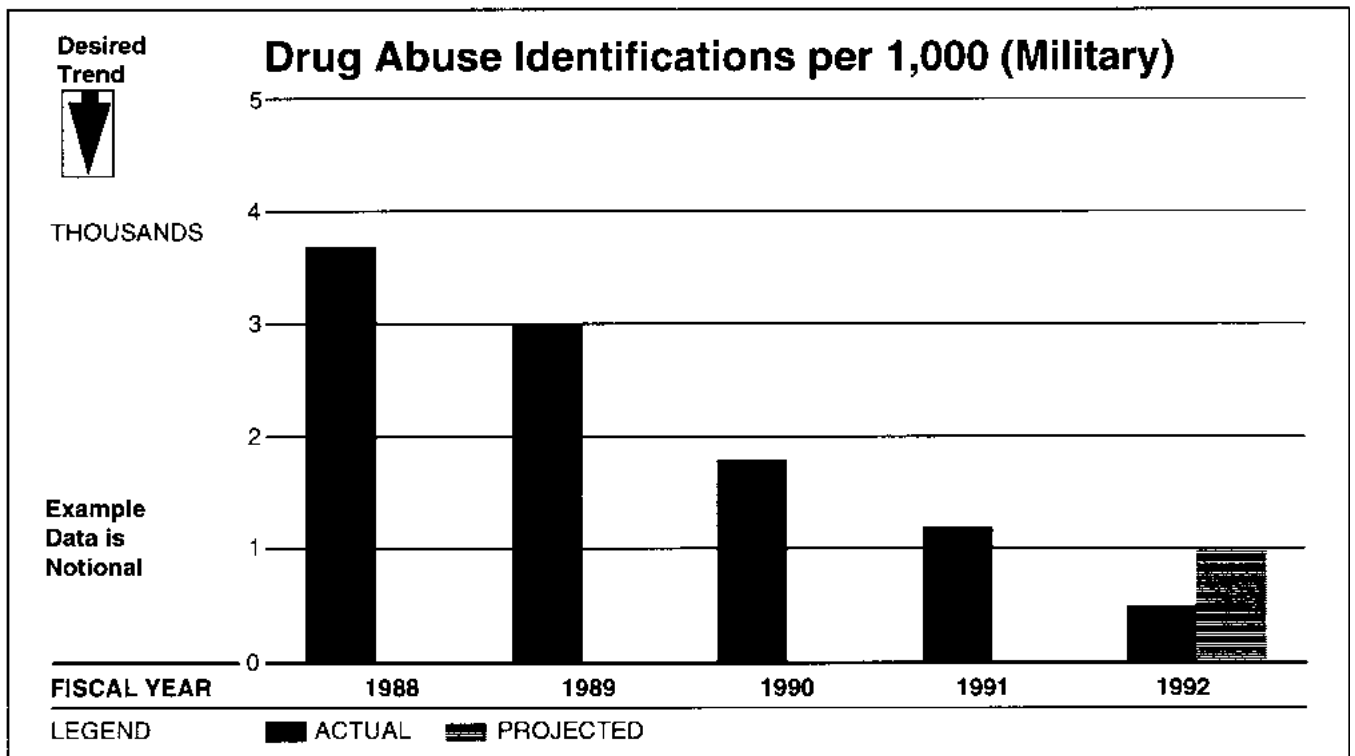


Figure A1.3. Sample Metric of EOT Complaints FY 88-93\* per 1,000 (Military).

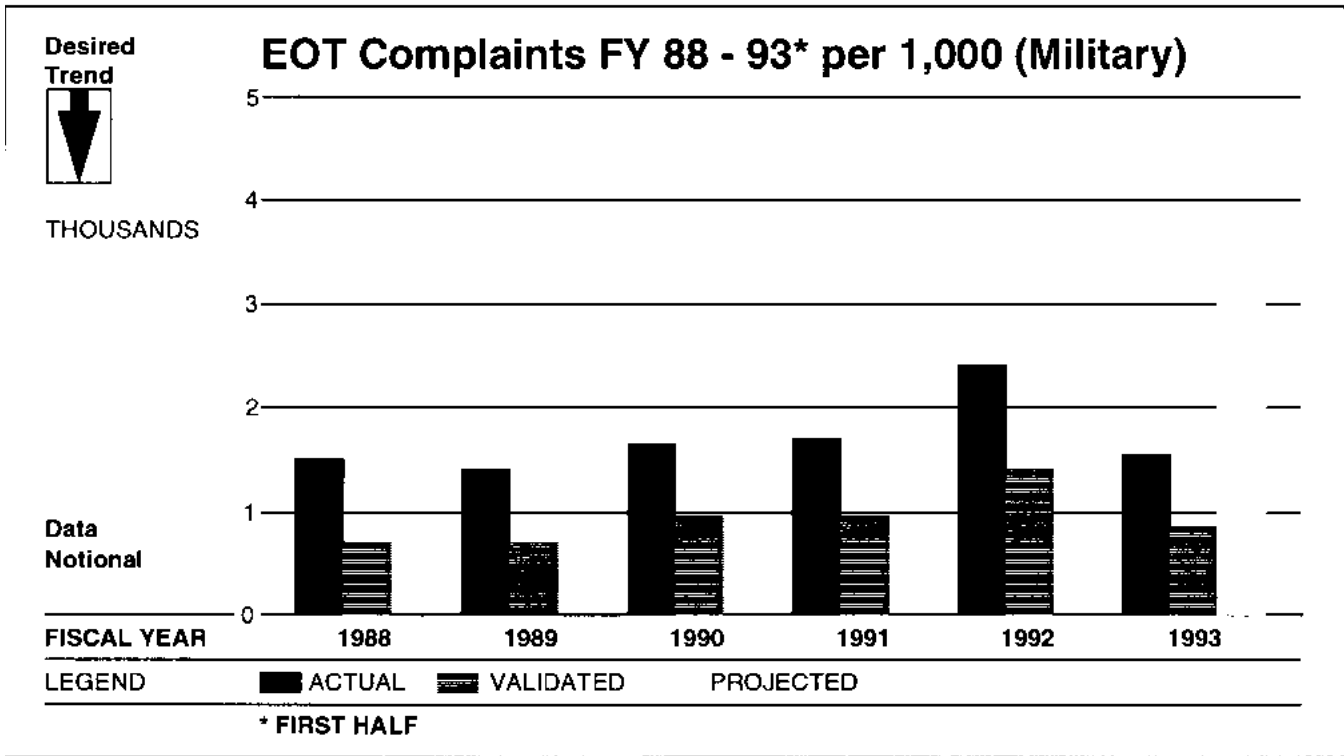
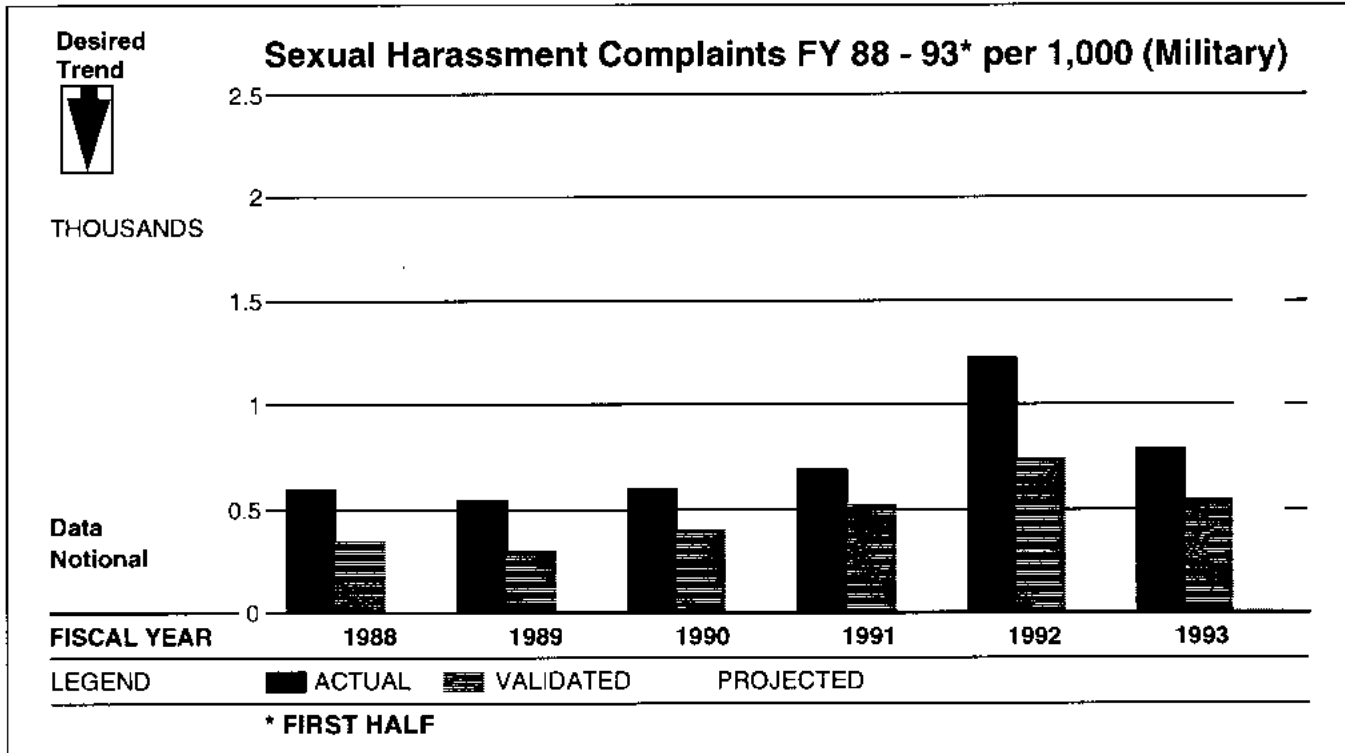


Figure A1.4. Sample Metric of Sexual Harassment Complaints FY 88-93\* per 1,000 (Military).



## **Attachment 2**

### **RELATED POLICIES AND INSTRUCTION**

#### ***Policies Implementing Title IV, Civil Rights Acts of 1964 and 1991 (as amended):***

DoD Directive 1010.1, With Change 1, *Drug Abuse Testing Program*, December 28, 1984

DoD Directive 1010.3, *Drug and Alcohol Abuse Reports*, September 23, 1985

DoD Directive 1010.4, *Alcohol and Drug Abuse by DoD Personnel*, August 25, 1980

DoD Instruction 1010.5, *Education and Training in Alcohol and Drug Abuse Prevention*, December 5, 1980

DoD Instruction 1010.6, *Rehabilitation and Referral Services for Alcohol and Drug Abusers*, March 13, 1985

DoD Directive 1010.7, With Changes 1 and 2, *Drunk and Drugged Driving by DoD Personnel*, August 10, 1983

DoD Directive 1350.2, *DoD Military Equal Opportunity Program*, December 23, 1988

DoD Instruction 1350.3, *Affirmative Action Planning and Assessment Process*, February 29, 1988

#### ***Interfaced Instructions:***

AFI 36-2701, *Social Actions Operating Procedures*, (formerly AFR 30-2)