

# EO Complaint procedures

**\*EO HOTLINE 624-3510\***

If you are a victim, you may file either an Informal or Formal Complaint.

## Informal Complaint

*--- Not filed in writing*

*---No timeline or suspense nor is it reportable*

*---Anyone can resolve an informal complaint (It is recommended whoever handles an informal complaint generates an MFR.)*

## Formal Complaint

*---Filed within 60 days from date of alleged incident*

*---Filed in writing and complainant swears to accuracy of information*

*---Mandatory timeline and is reportable (commanders may authorize investigations of complaints over 60 days)*

# Ethnic Observances Timeline

**JANUARY:** 3<sup>RD</sup> Monday in January  
[“Dr. Martin Luther King Jr. Birthday”](#)

**FEBRUARY:** 1-28 February  
[“African American/Black History Month”](#)

**MARCH:** 1-31 March  
[“Women’s History Month”](#)

**APRIL/MAY:** April/May: Sunday to Sunday for week incorporating Yom Hashoah  
[“Days of Remembrance” for Victims of the Holocaust](#)

**MAY:** 1-31 May  
[“Asian Pacific Heritage Month”](#)

**AUGUST:** 26 August  
[“Women’s Equality Day”](#)

**SEPTEMBER/OCTOBER:** 15 Sep-15 Oct  
[“National Hispanic Heritage Month”](#)

**NOVEMBER:** 1-30 Nov  
[“National Native American Indian Heritage Month”](#)



## Women’s History Month Observance:

**LEADERSHIP, DIVERSITY,  
HARMONY**



**GATEWAY TO SUCCESS**

## Women's History Month

Women's History Month grew from a grassroots educational initiative. The first was a local weeklong celebration in 1978 by an educational task force in Sonoma County, California. The following year, the success of that initiative was shared with the Women's History Institute at Sara Lawrence College in New York, and a groundswell of similar educational initiatives grew around the country. Consequently, in 1981 Senator Orrin Hatch (R-UT) and Representative Barbara Mikulski (D-MD) co-sponsored the first Joint Congressional Resolution to support a national observance of the week. In 1987, the National Women's History Project successfully petitioned the Congress to expand the national celebration to the entire month of March. For more information on Women's History Month, refer to: <http://www/nwhp.org/month.html#congress>.

### Congressional Resolution Designating the Month of March "Women's History Month"

Whereas American women of every race, class and ethnic background have made historic contributions to the growth and strength of our Nation in countless recorded and unrecorded ways;

Whereas American women have played and continue to play a critical economic, cultural, and social role in every sphere of the life of the Nation by constituting a significant portion of the labor force working inside and outside of the home;

Whereas American women have played a unique role throughout the history of the Nation by providing the majority of the volunteer labor force of the Nation;

Whereas American women were particularly important in the establishment of early charitable, philanthropic, and cultural institutions in our Nation;

Whereas American women of every race, class, and ethnic background served as early leaders in the forefront of every major progressive social change movement;

Whereas American women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor movement, the civil rights movement, and other movements, especially the peace movement, which create a more fair and just society for all; and

Whereas despite these contributions, the role of American women in history has been consistently overlooked and undervalued, in the literature, teaching and study of American History;

Now, therefore, be it resolved by the Senate and House of Representatives of the United States of America in Congress assembled, that March is designated as "Women's History Month." The President is authorized and requested to issue a proclamation for each of these months, calling upon the people of the United States to observe those months with appropriate programs, ceremonies and activities.

## HIGHLIGHTS OF WOMEN IN THE U.S. ARMED FORCES

**1775 American Revolution:** Women served on the battlefield as nurses, water bearers, cooks, laundresses and saboteurs. Deborah Sampson Gannett, alias Robert Shirtleff, disguised herself as a man and served in the Continental Army.

**War of 1812:** Mary Marshall and Mary Allen served as nurses aboard Commodore Stephen Decatur's ship *United States*.

**1861-1865 Civil War:** Courageous women including Dorothea Dix, Clara Barton and Harriet Tubinan provided casualty care to Union and Confederate troops. Convent nuns nursed the wounded at field hospitals and on the Union hospital ship *Red Rover*. Women like Confederate Soldier Loreta Velasquez, alias Harry T. Buford, served as Soldiers on both sides. Belie Boyd was among the women who were spies.

Dr. Mary Walker received the Congressional Medal of Honor, the first and only woman to receive the nation's highest military honor.

**1898 Spanish American War:** Dr. Anita Newcomb McGee, then Vice President of the National Society of the DAR, was placed in charge of selecting the more than 1,500 contract nurses who served with the Army in Hawaii, Cuba, the Philippines, Puerto Rico, hospitals stateside, and on the hospital ship *Relief*. Twenty nurses died during the war.

**1901:** Army Nurse Corps established; Dita H. Kinney served as First Superintendent.

**1908:** Navy Nurse Corps established; Esther Voorhees Hasson served as First Superintendent.

**1917-1918 World War I:** The Navy enlisted 11,880 Yeomen (F) and Marine Corps enlisted 305 Marine Reservists (F) to "free men to fight" by filling positions such as clerks and telephone operators. 2 women served with the Coast Guard. 21,480 Army nurses and 1,476 Navy nurses served in hospitals.

**1941-1945 World War II:** Thirteen Army nurses on a medical evacuation flight to Bari, Italy, crashed in the Albanian mountains far behind enemy lines in 1944. They and the plane's crew walked 800 miles across the mountains to freedom. At Anzio, Italy, six Army nurses died from two separate German bombardments. Nurse Deloris Buckley was one of several nurses wounded in these attacks. 1941, Army and Navy nurses were taken prisoner-of-war. Five Navy nurses were captured when the island of Guam fell to Japanese forces. They were transferred to a prison camp in Japan and held for five months. Eleven Navy nurses captured in the Philippines endured 37 months as prisoners of the Japanese at Los Banos prison camp, and 66 Army nurses were imprisoned for 33 months at Santo Tomas prison camp in the Philippines.

**1949:** Air Force established its Nurse Corps. Army and Air Force established the Medical Specialist Corps.

**1950-53 Korean War:** Army nurses arrived in Pusan to help set up a hospital - the first of about 540 to serve in the combat zone. Navy nurses served on hospital ships and Air Force nurses with Air Evacuation units. Major Genevieve Smith, ANC, died in a plane crash on 27 July 1950.

Defense Advisory Committee on Women in the Services (DACOWITS) created to advise on recruitment of military women.

**1953:** Dr. Fae Margaret Adams, an Army Reserve officer, became the first woman physician to be commissioned a medical officer in the regular U.S. Army.

**1955:** Men accepted into the Army and Air Force Nurse Corps. 1965: Men accepted into the Navy Nurse Corps.

**1965-75 Vietnam War:** Some 7,500 American military women served in Southeast Asia. The majority in-country was Army nurses. 1969: Lieutenant Sharon Lane died of shrapnel wounds. 1975: Air Force flight nurse Captain Mary T. Klinker died in Vietnam when the C-5A Galaxy transport evacuating Vietnamese orphans crashed on takeoff. Six other American military women died in the line of duty.

**1967:** Legal ceilings on women's promotions repealed.

**1969:** Air Force Reserve Officers' Training Corps (AFROTC) became coeducational.

**1970:** Army promoted first women to brigadier general, Anna Mae Hays, Chief, Army Nurse Corps, and Elizabeth P. Hoisington, WAC Director.

**1971:** Air Force promoted Jeanne M. Holm, WAF Director, to brigadier general.

Military draft ended. More women recruited. Army and Navy women entered ROTC.

Navy Chief Admiral Zumwalt published Z-116 declaring Navy's commitment to equal rights and opportunities for women.

**1979:** Hazel W. Johnson, Army Nurse Corps, became the first black woman brigadier general and first black Chief of the Army Nurse Corps.

Lieutenant (junior grade) Beverly G. Kelley assumed command of the Coast Guard Cutter *Cape Nenagen*, the first woman to command a military vessel.

**1980:** First women graduated from the service academies.

**1981:** Congress upheld decision excluding women from the draft.

**1983:** Lieutenant Colleen Nevius became the first Navy woman test pilot upon completing Test Pilot School.

170 women among forces deployed to Grenada on Operation Urgent Fury.

**1986:** Air Force women served as pilots, copilots, and boom operators on the KC-135 and KC-10 tankers that refueled FB-111s during the raid on Libya.

**1989:** 770 women deployed to Panama in Operation Just Cause.

Army Captain Linda L. Bray, commander of the 988th Military Police Company, led her Soldiers in an infantry-style firefight against Panamanian Defense Forces.

Three female Army pilots nominated for Air Medals after their helicopters encountered heavy enemy fire.

Kristin M. Baker named brigade commander of the West Point Corps of Cadets.

**1990-91:** War in the Persian Gulf: Some 40,000 American military women deployed on Operation Desert Shield/Storm.

Two Army women, Specialist Melissa Rathbun-Nealy, a truck driver, and Major Rhonda Cornum, a flight surgeon, were taken prisoner by the Iraqis.

**1991:** Congress repealed laws banning women from flying in combat. Servicewomen deployed to Honduras.

**1992:** Secretary of Defense Memo "Zero Tolerance of Sexual Harassment."

**1993:** Air Force Lieutenant Jeannie Flynn entered combat pilot training.

**2003:** Private First Class Lori Piestwa - believed to be the first American Indian woman to be killed in combat. She was also the first woman killed in Iraq.

**2003:** Chief Warrant Officer 3 Lori Hill - received the Distinguish Flying Cross for a valiant flying under enemy fire.

**2005:** Sergeant Leigh Ann Hester - first woman since World War II to be awarded the Silver Star.

**2006:** Second Lieutenant Emily J.T. Perez - the first West Point graduate to die in Iraq. 2nd LT Perez was a Platoon Leader for the 204th Support Battalion, 2nd Brigade, 4th Infantry Division, Fort Hood, TX.

**2007:** Women currently comprise approximately 20 percent of today's combined military force. Statistics show that officer and enlisted women on active duty increased from 13 to 15 percent. Likewise, the number of active-duty officer and enlisted women increased in nontraditional occupations, such as engineering, maintenance, tactical operations, and supply and procurement.