

INFORMATION ON THE AIR FORCE NON-DISCRIMINATION POLICY AND THE ANTI-BOYCOTT STATUTE

The Anti-Boycott Statute (popular name for the Secondary Arab Boycott Act (10 USC 2410i)) and other statutes prohibit discrimination of any kind on the basis of race, religion, sex, or national origin. These laws are implemented in several ways.

a. **By Contract.** All personnel, whether employed by the Air Force or an Air Force contractor, should have equal employment opportunities in all locations, including foreign countries. All DoD contracts, with limited exceptions, must include FAR 52.222-26, Equal Opportunity. This clause requires the contractor to agree not to discriminate against an employee or applicant for employment because of race, color, religion, sex or national origin. DoD contracts also contain the clause in DFARS 252.225-7031, Secondary Arab Boycott of Israel, which precludes participation by our contractors in the Arab world's boycott of Israel and Israeli products, goods, and services. Furthermore, contracts with partial or total overseas performance contain the clause in DFARS 252.225-7028, Exclusionary Policies and Practices of Foreign Governments. This latter clause precludes anyone associated with performance of the contract to take into account the exclusionary policies or practices of a foreign government when those policies and practices are based on race, religion, national origin, or sex.

b. **By Regulation.** Regulations, codified at 15 CFR Parts 730-774, prohibit discriminatory practice -- including discriminating or requiring others to discriminate against U.S. persons on the basis of religion - undertaken with intent to comply with, further, or support an unsanctioned foreign boycott. Compliance with the Regulations is required regardless of the difficulty, inconvenience, costs, or other concerns of proceeding with a course of action.

Put simply, in employing or assigning personnel to participate in the performance of any function, whether in the United States or abroad, Air Force personnel shall not unlawfully discriminate based upon race, color, religion, national origin, or sex, or take into account the exclusionary policies or practices of any foreign government to do so. This is not only the law but also Air Force policy.