



DEPARTMENT OF THE AIR FORCE
90TH MISSILE WING (AFGSC)

20 Mar 14

MEMORANDUM FOR 90 MDG/CC

FROM: 90 MW/EO

SUBJECT: Review of Commander-Directed Investigation Analysis

1. I have reviewed the facts, rules, analysis, and conclusions sections of the CDI on unprofessional behavior. I concur with the Investigating Officer's application of relevant guidance in her analysis.
2. A subject's disparaging statements are not necessarily proof of a basis for other behavior since it is difficult to prove motivation.
3. Please direct questions to me at (b) (6), (b) (7)(C)

^{3/20/2014}
(b) (6), (b) (7)(C)



DEPARTMENT OF THE AIR FORCE
90TH MISSILE WING (AFGSC)

(Commander's Address)

F. E. Warren AFB, WY 82005-

(Complainant's Home Address)

(b) (6), (b) (7)(C)

This is to notify you of the disposition of your allegations concerning harassment, demeaning and derogatory behavior, and a hostile work environment in the 90 MDG, F. E. Warren AFB, Wyoming. To fully address your concerns, I ordered a commander-directed investigation (CDI) into the following allegations:

Allegation 1. Whether between on or about 29 Dec 12 and on or about 7 Mar 14, Lieutenant Colonel Michael A. Madrid, 90 MDG, failed to obey a lawful general regulation, to wit: Air Force Instruction 36-2706 *Equal Opportunity Program Military and Civilian*, para. 1.1.3, by engaging in demeaning and derogatory behavior toward (b) (6), (b) (7)(C), 90 MDG, based upon his sexual orientation.
(b) (5)

Allegation 2. Whether between on or about 29 Dec 12 and on or about 7 Mar 14, Lieutenant Colonel Michael A. Madrid, 90 MDG, engaged in conduct unbecoming an officer and gentleman through demeaning and derogatory behavior toward (b) (6), (b) (7)(C), 90 MDG, which created a hostile work environment in violation of Article 133, UCMJ. (b) (5)

The finding was found to be legally sufficient before I personally reviewed and approved it as the appointing authority. Appropriate action has been taken against the individual who displayed the inappropriate behavior. I consider this matter closed.

If you are not satisfied with the final determination concerning your allegations, you may request further review by me, in writing, by no later than 90 days from the date of this letter. Your request must provide additional or new information that was not otherwise available during the CDI; simply disagreeing with this determination will not be sufficient for further review.

Sincerely,

(b) (6), (b) (7)(C)



DEPARTMENT OF THE AIR FORCE
90TH MISSILE WING (AFGSC)

MEMORANDUM FOR RECORD

FROM: 90 MDG/CC

SUBJECT: Appointing Authority Approval

I have reviewed the investigation report completed by the investigating officer, (b) (6), (b) (7)(C) and the subsequent legal review regarding allegations of unprofessional conduct of Lt Col Michael A. Madrid towards (b) (6), (b) (7)(C) based on (b) (6), (b) (7)(C) sexual orientation. I concur with the findings and conclusions of the investigating officer.

(b) (6), (b) (7)(C)