Undergraduate Pilot Training PILOT APPLICATION GUIDE



Arizona Air National Guard 162d Operations Group

July 2018 July 2019 update

HISTORY OF THE 162d Wing, ARIZONA AIR NATIONAL GUARD

The Early Years

The unit's history dates back to 1956 when the 152nd Fighter Interceptor Squadron of the Arizona Air National Guard flew the Korean War vintage F-86A. At that time the "base" consisted of an old adobe farmhouse and a dirt-floor hangar with enough space for three aircraft.

Despite the facility limitations, the Air Defense Command's Headquarters 4th Air Force judged the 152nd FIS outstanding in accomplishing its air defense mission. It declared the unit "Best in the West" in the 1950s and the early 1960s. Late in 1968 the unit received its first of five Air Force Outstanding Unit Citations for converting from the F-100 day-fighter to the all-weather F-102 "Delta Dagger" interceptor aircraft in just 10 months. The unit did it faster and better than any other Air National Guard unit converting to the F-102. The Air National Guard officially re-designated the unit as the 162nd Tactical Fighter Training Group and the 152nd Tactical Fighter Squadron in 1969. The unit's new job was producing combat-ready pilots for the F-100 aircraft. They graduated their first students in 1970. Shortly afterward, the unit formed the Air National Guard Fighter Weapons School in Tucson. This school taught Air Guard and Reserve fighter pilots from throughout the country to effectively use advanced tactics and weapons technology.

The 1980s

The unit received its second Air Force Outstanding Unit Citation for successfully continuing to train F-100 students while completing the most challenging conversion in the unit's history. That tasking was to convert from F-100s to A-7Ds. In the early 1980s the Group also received the A-7K, a two-seat combat-capable training aircraft. This was the first time an aircraft manufacturer produced a new aircraft specifically designed for Air National Guard use.

The unit received its third Air Force Outstanding Unit Citation in the 1970s and began another dimension in training in 1983 when the unit added the A-7 Fighter Weapons School.

During the 1980s the unit received its fourth Outstanding Unit Citation and the Spaatz Trophy. The Spaatz trophy recognized the 162nd Fighter Group as the outstanding Air National Guard unit in the United States.

In 1985, the unit began a unique dual training mission in the F-16 and A-7 aircraft.

In 1987, the Group was awarded the "Sistema de Cooperacion Entre Las Fuerzas Aereas Americanas (SICOFAA)," the Safety Award of the Americas. In 1989 the Netherlands and the United States formally agreed to use the 162nd Fighter Group's first-rate facilities and people to train Dutch fighter pilots in the F-16 aircraft. In 1990 the unit received its fifth Air Force Outstanding Unit Citation. Midsummer 1991 saw the retirement of all its A-7D aircraft. Now the unit flies the F-16 C/D aircraft plus a single C-26A "Metroliner" light transport aircraft.

The 2000s

The September 11th terrorist attacks on our nation brought immediate change to the 162nd FW. Within hours of the first attack on the World Trade Center and the Pentagon, the 162nd FW placed F-16 aircraft on alert. In the days and weeks that followed, the wing met every requirement of this new air defense mission, dubbed Operation Noble Eagle, with outstanding results. Many members of the wing volunteered to support this new mission and others answered the President's call to "mobilize" in support of this critical mission.

The unit received its sixth Outstanding Unit Award in 2003 for mobilizing more than 300 personnel to support the North American Air Defense Command's Operation Noble Eagle, providing more than 50 personnel to support Central Command's Operation Enduring Freedom, for supporting Joint Forge, Coronet Oak, Coronet Nighthawk and providing personnel to Southern Command and European Command.

On June 27, 2004, the 162nd FW and the United Arab Emirates initiated the first F-16 squadron dedicated to the UAE F-16 Training Program. The 148th Fighter Squadron became the long-term operational solution with 13 F-16E/F (Block 60) aircraft.

After a decade long partnership, the 162nd FW and the United Arab Emirates Air Force celebrated the successful conclusion of their formal training relationship on October 20, 2010. On October 29, 2010, the Royal Netherlands Air Force returned to the 162nd FW for advanced F-16 pilot training after a three-year break. The RNAF continues to operate under the 148th Fighter Squadron designation.

On April 1, 2014 the 214th Reconnaissance Group was officially aligned within the 162d Fighter Wing. With this new command, the 162d Fighter Wing was redesignated the 162nd Wing. The new name reflects that the 162nd WG supports both fighter and attack missions.

The 214th RG is an Arizona Air National Guard unit that operates the MQ-1 Predator remotely piloted aircraft at Davis-Monthan Air Force Base. The unit was stood up on Aug. 10, 2007, and provides support to U.S and coalition forces overseas. The 214th RG has received administrative support from the 162nd WG since its inception; however, the unit was officially aligned under the Arizona Air National Guard Headquarters in Phoenix.

Today

The 214th RG was redesignated the 214th Attack Group with the change from MQ-1 to the MQ-9 Reaper and still operates from Davis-Monthan Air Force Base, Ariz and from Ft. Huachuca in Sierra Vista, Ariz. The unit also flies the RC-26 Condor aircraft from Tucson International Airport. The unit flies daily combat missions, providing troops on the ground with around the clock intelligence, surveillance, reconnaissance and precision attack and local domestic Incident Assessment and Awareness flights over the United States in support of national and state objectives.

The Wing has come a long way from the adobe farmhouse and dirt-floor hangar of 60 years ago. The men and women of the 162nd WG are proudly dedicated to the missions of International F-16 Pilot Training, Homeland Defense, and persistent armed MQ-9 Intelligence Surveillance and Reconnaissance from the 214th AG.

INTRODUCTION

Thank you for your interest in the Arizona Air National Guard Undergraduate Pilot Training (UPT) Program. This Guide was developed to help answer your questions, assist you in your application process and provide you with some general information about the Arizona Air National Guard. It includes information about the pilot training process and our expectations of 162d Wing F-16 pilots in addition to specific application submission requirements.

APPLICATION/BOARD INFORMATION

Applications are due to the address below, no later than close of business on October 11th, 2019.

The UPT interview board will be held on or about the 162d Wing's November 2019 drill weekend, at the 162d Wing.

Please check http://www.162wing.ang.af.mil/About-Us/Careers/periodically for updates.

If you have any questions or concerns **that are not addressed** in this package, please contact Lt Col Frank Lusher via e-mail at frank.lusher.mil@mail.mil.

Send or drop application packages to: 162d Operations Group

Attn: Commander Support Staff

Pilot Application Package 1650 E Perimeter Way Tucson, AZ 85706

Again, thank you for your interest in the 162D WING, ARIZONA AIR NATIONAL GUARD!

REQUIREMENTS AND QUALIFICATIONS

To qualify for the 162d Pilot Training Board, at the application due date, you **MUST**:

- U.S. Citizen
- Be a current member of the US armed forces, either officer (with less than 8 years commissioned service), enlisted or warrant officer with a minimum of a current secret clearance.
- This board is not open to civilians.
- Be no older than 33 years old on October 11th, 2019. Because of the processing lead times, while you can apply, we may not interview a candidate will require an age waiver to attend USAF UPT.
- Bachelor's degree or higher from an Accredited Institution as defined by the U.S.
 Office of Post-Secondary Education. http://www.ope.ed.gov/accreditation/
 - Minimum GPA 2.5 based on 4.0 scale
 - Applicants who have 105 credit hours and will complete their degree no later than 30 October 2019 may be considered. Failure to graduate on time will disqualify you from further UPT processing.
- Be able to pass the Air Force Fitness Assessment http://www.afpc.af.mil/affitnessprogram/
- Meet minimum scores on the AFOQT for your category at the application due date (see page 10)
- Have taken the Test of Basic Aviation Skills (TBAS formerly called the BAT) and received test scores (see page 11). TBAS may not be taken earlier than two weeks after the AFOQT. If you have previously taken the BAT, you must take the TBAS. You are eligible to take the TBAS six months after you last took the BAT.
- Provide full disclosure of DUI(s), traffic violations, arrests and convictions. Law violations do not necessarily disqualify an individual but non-disclosure of any offense is disqualifying with prejudice!
- As a minimum, you must have been cleared solo by an FAA or military instructor pilot and completed a solo flight in an aircraft (powered flight or glider) in conjunction with a formal training course.
- Meet the following medical standards:
 - Uncorrected distant vision cannot exceed 20/200, corrected to 20/20
 - Uncorrected near vision cannot exceed 20/40, corrected to 20/20
 - Normal color vision & depth perception
 - Standing height of 64" to 77"
 - Sitting height of 34" to 40"
 - Weight –between 103 and 240 pounds
 - Blood Pressure maximum 140/90
 - Applicants who have had successful eye surgery more than one year prior to the interview date are eligible to apply. If you have had eye surgery, the Corrective Eye Surgery Waiver Criteria Checklist (page 14) must be completed by an eye care professional and submitted with your application.

APPLICATION PACKAGE CONTENTS

Please ensure <u>all</u> of the following items are included with your package, in the order listed below; <u>incomplete information will affect consideration for an UPT interview</u>.

- Cover Letter, max of one page, introducing yourself and providing any other pertinent information to include a recent photo. Clarify any missing application data in this letter if applicable.
- Three letters of recommendation maximum
- Typed Application Form (July 2018 version, in this packet)
- Resume
 - Include flying experience, ratings, FAA certificates and all flying hours broken out
 - o Include any varsity sports background from high school, college, or professional
- Official AFOQT Scores print out
- Copy of your TBAS Scores
- Official PCSM score print out
- Completed DD Form 369 for police record check http://www.usarec.army.mil/HQ/reiac/pdf/dd0369.pdf
- AF Form 2030, USAF Drug and Alcohol Abuse Certificate
- Letter from a security manager verifying your security clearance
- Official and sealed, certified Copy of College Transcripts- (No Photocopies)
- Copy of Diploma **or** an Official letter from Academic Advisor with projected Grad date, and remaining classes, if graduation is not until deadline date
- Copy of the Last Two Pages from your Flight Log Book (to show current flight hours)
- Copy of any FAA Flight Certificates
- Corrective Eye Surgery (PRK/LASIK/LASEK) Waiver Criteria Checklist (if applicable)
- AZANG Medical Prescreening Form, signed by applicant
- Copies of the last three performance reports or appraisals

PREPARING YOUR APPLICATION PACKAGE

Many of you go to great expense to prepare a package using expensive bindings. Save your money! We don't need an expensive package to learn about you, we just need the facts.

- Arrange your application package in the order under 'Application Package Contents'
- Do not include extra documentation; submit only the items requested
- Use standard, letter size paper
- Use single-sided copies only
- Place in a standard, 2 pocket presentation folder
- Do not use staples; use paperclips only

PLAN AHEAD AND FOLLOW THE INSTRUCTIONS. To receive consideration for an interview, your COMPLETE package must arrive no later than the close of business on the published deadline date. Every part listed, <u>including test scores</u>, must be included in the package or you will NOT be considered for an interview.

SELECTION BOARD AND INTERVIEWING PROCESS

Pilot selection boards are held once a year. A board of 3 - 4 162d Wing F- 16 pilots will interview the candidates. Applications will be screened for minimum qualifications upon receipt. The process is very competitive and many factors are taken into account when choosing candidates. The Board attempts to select those individuals who are most likely to succeed in pilot training and whose qualifications best fit the wing's current needs. **Incomplete application packages will not be considered.**

The board will be held at the 162 Wing in Tucson, AZ. The board attempts to set the interviews approximately 20 days in advance. Personnel who are selected for an interview will be contacted by telephone. Travel, lodging, meals, and any other expenses associated with visits to the unit are the responsibility of the candidate. If selected, all expenses associated with travel to Tucson for processing purposes are also at your own expense until you are sworn-in as a member of the 162d Wing, Arizona Air National Guard.

Candidates should be prepared to interview during the workweek or on a weekend. A typical interview begins with board member introductions, an explanation of the application process, then questions from each board member. Prepare for this interview the same way you would for any job interview. The Board is also trying to evaluate who is most likely to successfully complete pilot training and merge well with squadron members once they have returned from training. Relax and be yourself.

Only 1-2 people are selected each year to become F-16 pilots with our unit. All applicants who received an interview will be contacted by phone with the Board's results. Selection as an alternate does not guarantee future selection for a training slot. If you are selected as an alternate, you will have to compete with all other applicants again on future selection boards if a UPT slot is not obtained.

If selected as a UPT Candidate, your journey will begin. You will be required to see one of the 162d flight surgeons for an initial look at your physical requirements and be required to go TDY for an official Air Force Class I flying physical. Once the official Air Force physical is completed and approved by the National Guard Bureau, you will be scheduled for your official training. If you are enlisted, you will normally go to Officer Training School (OTS) within one year of selection. Upon completion of OTS, you will be appointed to the rank of 2nd Lieutenant. Officers selected from the board will typically begin pilot training within one year following the board. It can take 2 years for an enlisted member to begin pilot training because of the OTS requirement.

THE PILOT TRAINING PROCESS

If you are selected for Undergraduate Pilot Training, you can plan on spending approximately 3 years in some sort of formal military training, beginning approximately ayear after your selection. Successful completion of this training requires dedication, long hours, and <u>strong support from your family</u>. Your family should be fully aware of, and prepared for this demanding period.

The table below lists the schools you will attend, their duration, and their location(s). With the exception of TFOT, we attempt to schedule all of the schools back-to-back. However, because of class schedules, you may have a break between periods of active duty while waiting for a school date. The time between schools could vary from a few days to a few weeks. You will be on Active Duty status during these periods.

SCHOOL	DESCRIPTION	LOCATION	DURATION
Officer Training School (OTS)	Basic military training for officers, leadership and professional development	Maxwell AFB, AL	9 weeks
USAF Initial Flight Screening (IFS)	http://www.baseops.net/m ilitarypilot/usaf_ift.html	Pueblo, CO	4 weeks
Specialized Undergraduate Pilot Training (SUPT)	USAF Pilot School Fly approximately 90 hours in the T-6 "Texan" and 90 hrs in the T-38 "Talon"	Vance AFB, Enid, OK OR Columbus AFB, Columbus, MS OR Laughlin AFB, Del Rio, TX OR Sheppard AFB, Wichita Falls, TX	54 weeks
Intro to Fighter Fundamentals (IFF)	Learn the fundamentals of Air-to-Air and Air-to-Ground fighting	At one of the pilot training bases	6 weeks
Fighter Training Unit (FTU)	Learn to fly and fight in the F-16	Holloman AFB, Alamogordo, NM OR Tucson ANG, Tucson, AZ OR Kelly ANG, San Antonio, TX	10 months
Survival School Water	Learn the basics of water survival	Fairchild AFB, Spokane, WA OR Pensacola, FL	4 days
Survival School Land	Learn the basics of land survival	Fairchild AFB, Spokane, WA	17 days

FLYING WITH THE 162D AFTER PILOT TRAINING

You will have a traditional guardsman service commitment to the Air National Guard of ten years from the date you graduate from Undergraduate Pilot Training. After you complete Fighter Training Unit (FTU), you will begin a seasoning process at an operational unit in an active duty pay status for approximately two years. This gives you time to continue practical application of your training, fine tune your F-16 flying skills, and get comfortable with the F-16 before you revert to the status of a traditional guardsman. Although the 162d Wing will sponsor your pilot training, you are responsible to find an operational F-16 Air National Guard unit to season with. Tucson is an instructional unit and has minimum hour and qualification requirements to be considered for full-time employment.

An important thing to remember is that when you are selected for pilot training, you are hired as a traditional guardsman and should not anticipate full time employment after training.

About 60% of the 162d Wing Instructor Pilots are comprised of full-time employees. They are responsible for day-to-day operations and training for the "traditional" guard members. There are two full-time employment programs:

The Air Reserve Technician Program. Technicians are GS-13/14 members of the federal civil service and are required to maintain traditional membership as a military member of the unit (full-time civilian job + part-time military job).

The Active Guard/Reserve (AGR) Program. AGRs are full-time active duty military with the same pay, rules and benefits as active duty.

After your two initial period at an operational F-16 unit for seasoning, you will have a choice to make. You *may* be able to transition back to Tucson if you meet the entry qualifications for Instructor Pilot Upgrade; however, you will have to compete against other F-16 pilots for the fulltime positions. The other choice you can make is to apply for full-time employment at your operational seasoning base. The final choice you can make is to transition to civilian life and maintain part-time status with your operational seasoning base. In a part-time status, you will be required to fly a minimum number of flights per month. You should plan on working 6-8 days per month at your base to fly and meet your monthly requirements (this allows for weather, maintenance and airspace problems). Keep in mind, the time commitment is definitely more than that expected of a 'typical' guardsman who works only one weekend a month and two weeks a year. Fighter units normally fly two times a day, morning and afternoon, five days of the week and one weekend out of each month. The daily flying schedule is flexible enough to work around your civilian career. Typically, one week a month is a night flying week where the unit flies an afternoon "go" and a night "go".

In addition to home station flying, operational units typically deploy numerous times throughout the year. These deployments span the globe and include every type of flying we are qualified to do. You will be expected to deploy on most training deployments (typically 2-3 weeks), and on all operational deployments (90-180 days).

With the daily flying schedule and all of the deployments we participate in, you should not have any problem meeting your minimum number of flights each month.

PAY SCALE AND BENEFITS

- OTS (current rank or SSgt, whichever is higher, N/A for current officers)
- UPT, IFF, FTU & Survival School (as a 2nd Lieutenant or current officer rank)

During your training, you and your dependents will be covered by the military's health insurance (TRICARE); you will have the option to enroll, at your own expense, in a low cost program that provides dental coverage for your dependents.

THE AFOQT

The Air Force Officer Qualifying Test is similar to the ACT or SAT exam. Study guides are available at most bookstores and libraries. The scores of this test are a heavily weighed factor in the selection process. Therefore, it is strongly recommended that you prepare for this test. **You may only take this test twice during your lifetime (**i.e., if you are unhappy with your initial test scores, you are allowed to retest one time only). There must be at least 180 days between tests. The most recent test scores are the ones that are valid (i.e., if you test a second time and receive a lower score in an area, you may not use the test score from the first test). To schedule testing for the AFOQT / PCSM, please contact nearest Air Force Base Testing section (Davis-Monthan AFB is the Kennedy Education Center, 520-228-0364). You may need a letter of recommendation from your squadron/flight commander to be administered these test. This letter should state that you are an officer candidate and the commander requests that you be administered the AFOQT / PCSM.

This must be completed at least two weeks prior to taking the TBAS Test. <u>Plan accordingly</u>.

Minimum Required Scores for *College Graduates*:

Pilot 25 Navigator 10 Quantitative 10 Verbal 15 Pilot and Navigator added together must be equal to or greater than 50

Minimum Required Scores for Non-College Graduates:

Pilot 50 Navigator 25 Quantitative 25 Verbal 30 Pilot and Navigator added together must be equal to or greater than 90

THE TEST OF BASIC AVIATION SKILLS (TBAS) (FORMERLY CALLED BAT)

The Test of Basic Aviation Skills (TBAS) consists of nine sub-tests that measure psychomotor skills and cognitive aptitude. Examinees are required to interact with the computer to provide their responses. TBAS scores are combined with the candidate's Air Force Officer Qualifying Test (AFOQT) and flying hours to produce a Pilot Candidate Selection Method (PCSM) score. The PCSM score provides a measure of a candidate's aptitude for pilot training. This is NOT a test you can study for. The score is on a scale of 1-99, with 99 being the best possible score. Private pilot licenses are not considered in the PCSM score. Candidates are allowed two attempts at the TBAS with a minimum of 180 days between attempts. Previous BAT tests **do not** apply toward this policy. However, you must wait 120 days between taking the BAT and TBAS tests. For more information, visit the following website: http://access.afpc.af.mil/pcsmdmz/index.html

Complete the TBAS Candidate Worksheet (located on the PCSM web site), and bring it with you on the day of the test. You should also bring a valid form of identification, your Social Security Card, your current college transcript and your flight logbook if you have any flying experience. Examinees who fail to inform the test administrator of a previous BAT/TBAS administration will be permanently disqualified from consideration for the pilot training program.

PHYSICALS

The 162d Medical Group will administer an initial screening flight physical on an appointment basis only. Screening will take approximately 3-5 hours, depending on the number of people taking a physical that day. The physical will be scheduled for you on a specified date at Tucson Air National Guard base.

All pilot candidates must pass the Air Force Flying Class 1 physical currently located at Wright Patterson AFB. This physical must be administered by an Air Force Flight Surgeon.

Printed Name & Stamp (Eye Care Professional)

CORRECTIVEEYESURGERY(PRK/LASIK/LASEK) WAIVER CRITERIA CHECKLIST *ONLY PRK IS ACCEPTABLE FOR FLYING DUTIES*

MUST BE COMPLETED BY YOUR EYE CARE PROFESSIONAL USING THIS CHECKLIST OR CASE WILL BERETURNED WITHOUT ACTION FOR COMPLETION

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Signature

Date

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Principal Purpose: To expedite your medical examination primilitary service applicants for medical processing by identifyi application. Intentional withholding of a known medical cond	ng docume	nts or me	edical histor	ry required. l						
PART I. PROCESSING REQUIREMENTS										
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PART II. MEDICAL HISTORY - Check each	h item :	and ex	plain all	'yes' or '	unsure' answers					
PHYSICAL IMPAIRMENTS	ME	DICAL	COND	ITIONS		TR	EATN	MENTS		
Do you, or have you ever had:					you have any difficulty g for a long period of time				Have you ever:	
Back trouble				Have y	ou ever:				22. Taken medi	cation
2. Ear trouble or loss of hearing				11. Bee	n treated for a mental				23. Been hospit	alized
3. Any painful or trick joints o loss of movement in joint	r			12. Bee	n a sleepwalker since age 12				24. Had bones so using pins, screw	urgically repaired ws or plates
4. Any deformity of, or				Do you	or have you ever had:				25. Had any illn	_
missing, fingers, toes or limbs					diction to drugs or alcohol	1			including broker	
or impaired use of arms, legs,				14. Alle						ent by a physician,
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5. Eye trouble, injury or illness	3				wetting since age 12					
6. Loss of vision in either eye					epsy or seizures of any kind					
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Printed Legal Name					S	ignat	ure			



Personal Information SSN: ____ Name: (First) (Middle) (Last) Home Address (Include ZipCode): Business/School/Alternate Address: ____ Work Phone: Cell Phone: Home Phone:_____ E-mail Address: _____ Date of Birth: What is your civilian occupation?_____No. of years _____ **Test Information** How many times have you taken the AFOQT? _____ When/where have you taken the AFOQT? _____ AFOQT Scores Pilot:_____Nav:____Academic:_____Verbal:_____Quantitative:_____ TBAS Score: When/where did you take the TBAS? **Education** Are you a college graduate? _____ Date of Graduation:_____ Did you work while attending college?_____ Where? ____ State:_____ List all college, post graduate, internship, residence or fellowship education programs that you have completed, or in which you are currently enrolled Name of School Dates Attended Hours Completed State Major Type Degree GPA



Where didyou attend middle/high	gh school?		
Name of School	City, State	Dates Attended	
	Military Hist	orv	
Are you currently empl		J.S. Government?	If yes,
please listagency and loca			_ , , _ ,
2. Have you ever been a	member of the Civil Air Patro	ol?	
3. Have you received any	Junior ROTC or ROTC Schol	larships?	
4. Do you currently have	a military security clearance	?	
• Type:			
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5. Please mark and compl	ete vour militarv status:		
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6. Have you ever applied	for a commission with anoth	ner military service?	_
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8. Have you ever been eli	minated from commissioning	g training?	
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Please list all prior military service to include ROTC or Military Academic Service

Dates	Highest Grade	Component (i.e., Air Force, Navy, Army, Marine Corps)	Skill/AFSC/MOS	Active Duty, National Guard or Reserve	City/State

Flying Information

1.	Do you have a private pilot's license?
	Other Certificates held if applicable:
2.	Total number of flight hours:
3.	Date of initial solo:
4.	Date of last flight:
5.	Aircraft Flown:
6.	Do you have an FAA medical?
	• Class?
7.	Provide full disclosure of any aviation related incidents, violations, or accidents:



		Person						
1.	If selected, are you	able to attend training w	ithout employer problen	ns?				
2.	Are you willing to w	ait for a training quota fo	or as long as two years?					
3.	Have you discussed	this with your family and	d employer?					
4.	Do you have any se	vere financial difficulties	?					
5.	Have you ever decl	ared bankruptcy?						
6.	5. Are you a conscientious objector?							
7.	Do you have a frienWho?	ds and/or relatives who a	are/were in the 162d Wi	ng?				
8.	Do you have any T	ucson or Arizona area co	nnections?					
7.	Do you have any co	ncerns/problems that ha	ve not been addressed?					
8.	How did you learn a	bout this opportunity? _						
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THE ARIZONA AIR NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER
All applicants will be considered without regard to gender, race, orientation, creed, color or ethnicbackground

