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DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

NGB-EO (600)

20 SEP 2000

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO RICO, THE U.S. VIRGIN ISLANDS, GUAM, AND THE COMMANDING GENERAL OF THE DISTRICT OF COLUMBIA

SUBJECT: (All States Log Number P00-0052) Equal Opportunity (EO)/Equal Employment Opportunity (EEO) Policy for the National Guard

1. The National Guard is committed to ensure equal opportunity/equal employment opportunity for all National Guard members and employees and applicants regardless of race, color, national origin, sex, religion, age or disability. For military members, age, or disability does not apply. It is the National Guard Bureau's policy to implement a strong affirmative employment/affirmative action program and to provide equal opportunity for all in the areas of recruitment, hiring, promotions, transfers, reassignments, training benefits, separations and in all policies affecting the treatment of our employees and members.

2. It is incumbent upon supervisors, managers, commanders, EEO officials, and personnel specialists to play an active role in the implementation and success of affirmative employment/affirmative action initiatives and to creatively identify and develop high potential individuals.

3. I encourage the full support of each manager, supervisor, and commander in meeting our objectives. The progression towards our commitment to equal opportunity and diversity remains an area of primary emphasis and will be evaluated through various ways such as reporting systems and on-site visits.

4. The National Guard is intolerant of any activity or behavior that undermines human dignity or respect for others. Discrimination against or harassment of any National Guard military member or employee will not be tolerated. I expect all leaders (e.g., supervisors, managers and commanders) to work toward establishing a climate of fair and equitable treatment for all National Guard military members and employees.

5. Your personal involvement, commitment and support of affirmative employment/affirmative action and diversity will continually contribute to the retention and full utilization of our most precious resources – our people.

EEO Binder File

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6. This memorandum will expire 1 year from date of publication unless rescinded or superseded.

7. Point of contact is Ms. Mary Odom, NGB-EO, at (703) 607-0779 or DSN 327-0779.

RUSSELL C. DAVIS
Lieutenant General, USAF
Chief, National Guard Bureau

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