STATE OF NEBRASKA



MILITARY DEPARTMENT Darvl L. Bohac

Director
Joint Force Headquarters
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28 February 2014

MEMORANDUM FOR All State of Nebraska Military Department Employees and Members

FROM: NGNE-TAG

SUBJECT: Military Department Policy (MIL 01-011-14) Circulation of Inappropriate Materials

- 1. Circulation, possession, or display of written or electronic material which degrades any individual or group of individuals by any employee of the Military Department or member of the Nebraska National Guard will not be tolerated. In addition, all supervisors and managers are not to tolerate such activities. It is discriminatory in nature, disgusting in practice, and indicates a lack of sensitivity, intelligence, and professionalism.
- 2. Materials which demean, degrade or ridicule others because of color, race, religion, national origin, gender, age, or handicap have no place in our organization. This policy covers pictures, posters, magazines, and any other written or electronic materials. It also prohibits the use of any State or Federal government equipment or machinery in the production or reproduction of such inappropriate material. This policy will be posted on each unit's official bulletin board.
- 3. Each commander, manager and supervisor is directed to investigate any alleged violation of this policy. If the allegation(s) is (are) substantiated, the authority having immediate responsibility will take appropriate disciplinary action after consulting the chain of command.
- 4. Each unit is authorized to reproduce this policy for distribution to each full time employee.
- 5. Point of contact for this policy is the State Equal Employment Manager at (402) 309-8111.
- 6. This policy supersedes Military Department Policy (MIL 01-011-13), dated 6 May 2013.
- 7. This policy will be reviewed NLT 31 August 2015 for verification or proposed changes by the policy proponent. This policy will stay in effect unless superseded or rescinded. Interim changes to this policy will not become official until they are vetted through appropriate authority, reviewed and authorized the change.

DARYL L. BOHAC Major General

The Adjutant General