



NEBRASKA NATIONAL GUARD

JOINT FORCE HEADQUARTERS
2433 NW 24TH STREET
LINCOLN, NE 68524-1801

FEB 11 2015

MEMORANDUM FOR All Nebraska National Guard Federal Technician Employees

FROM: NGNE-TAG

SUBJECT: Military Department Policy Memorandum (SEEM-14-05), Nebraska National Guard Equal Employment Opportunity (EEO) Policy

1. All personnel are entitled to serve in an environment free from discrimination. Fair, equitable, and nondiscriminatory treatment of all members and employees improves morale and productivity, fosters unit cohesion and readiness, and increases combat effectiveness. It is the policy of the Nebraska National Guard to provide equal employment opportunity for technician personnel or applicants for technician employment without regard to race, color, gender, religion, national origin, age or disability (physical and/or mental).
2. All Nebraska National Guard personnel are entitled to serve in an environment free from sexual harassment. Sexual harassment is a form of gender discrimination and will not be tolerated. Allegations of sexual harassment will be given prompt attention and resolved as expeditiously as possible. Sanctions outlined in military or civilian personnel regulations will be applied when individuals behave inappropriately by engaging in sexual harassment.
3. All allegations and complaints of discrimination will be resolved and settled fairly, equitably, and expeditiously. Whenever possible, complaints will be resolved at the lowest possible level, before the formal stage. To foster early resolution, an Alternative Dispute Resolution (ADR) Program has been established in the National Guard Civilian Discrimination Complaint System. It provides for a variety of techniques for resolving complaints of discrimination.
4. When supervisors or managers have reason to believe that discrimination may be occurring, they will conduct appropriate inquiries and take corrective or remedial action necessary to eliminate and remedy such discrimination. Nothing in this policy or related regulations require supervisors or managers to wait until a discrimination complaint is filed before they take remedial or corrective action on any real or perceived discrimination in their organization. They shall consult with the State Equal Employment Manager (SEEM) to help identify and rectify potential areas of discrimination.
5. Detailed information concerning the National Guard Discrimination Complaint process can be found in NGR (AR) 690-600/NGR (AF) 40-1614, National Guard Civilian Discrimination Complaint System, dated 15 March 1993.
6. Each unit is authorized to reproduce this policy for distribution to each technician in the unit, as well as post on each unit's official bulletin board.

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7. Point of contact for this policy is the State Equal Employment Manager at (402) 309-8111.
8. This policy supersedes Military Department Policy (MIL 01-027-14), dated 19 June 2014.
9. This policy will be reviewed NLT 1 January 2016 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