



NEBRASKA NATIONAL GUARD

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

FEB 11 2015

MEMORANDUM FOR All Military Members of the Nebraska National Guard

FROM: NGNE-TAG

SUBJECT: Military Department Policy Memorandum (SEEM-14-06) Equal Opportunity (EO) Policy Statement for Military Personnel

1. I expect all Nebraska National Guard members to have the opportunity to achieve their goals by being provided with equal opportunities regardless of race, color, gender, religion, or national origin. The environment of equality that we maintain significantly contributes to the fair selection, motivation, and dedication of our military members. Discrimination based on race, color, gender, religion, or national origin undermines our efforts to maintain cohesive and combat ready units.
2. Discrimination is defined as any act or failure to act that is based in whole or in part on a person's race, color, religion, gender, or national origin which adversely affects privileges, benefits, dignity, working conditions or differential treatment in employment conditions in the past or present.
3. 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 regulations will be applied when individuals have been found to behave inappropriately by engaging in sexual harassment.
4. When commanders have reason to believe that discrimination may be occurring, they will conduct appropriate inquiries and take whatever corrective or remedial action necessary to eliminate and remedy such discrimination at the lowest possible level. Nothing in this policy or its related regulations requires commanders to wait until a discrimination complaint is filed before they take remedial or corrective action on any real or perceived discrimination in their unit. They shall consult with the State Equal Employment Manager (SEEM) to help identify and rectify potential areas of discrimination.
5. Unit commanders are to implement and maintain a proactive equal opportunity program in their unit. They will be assisted by members of the staff who can advise on equal opportunity matters in their areas of responsibility, e.g., Equal Opportunity Advisors (EOAs), Military Equal Opportunity (MEO) staff, Human Resource Advisors (HRAs), etc. Additionally, I task each officer and noncommissioned officer to promote a positive outlook on equality, and ensure prompt follow-up and appropriate action to resolve allegations of discrimination.

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6. Complaints will be handled expeditiously and thoroughly by command channels in accordance with National Guard Regulations 600-21, 600-22 and 600-23 and Air National Guard Regulations 30-2 and 30-3. Whenever possible, complaints will be resolved at the lowest possible level.
7. The point of contact for this policy is the State Equal Employment Manager at (402) 309-8111. This policy will be posted on each unit's official bulletin board.
8. This policy supersedes Military Department Policy (MIL 01-028-14), dated 31 March 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