



NEBRASKA NATIONAL GUARD

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

FEB 11 2015

MEMORANDUM FOR All Nebraska National Guard Technicians

FROM: NGNE-TAG

SUBJECT: Military Department Policy Memorandum (SEEM-14-04), Nebraska National Guard Technician Affirmative Employment Program Policy.

1. This policy is to reaffirm the Nebraska National Guard's commitment to ensuring Equal Employment Opportunity (EEO) for all applicants for employment regardless of race, color, national origin, gender, religion, age or disability. The Nebraska National Guard's policy is to implement a strong Affirmative Employment Program (AEP) to provide equal opportunity in the areas of recruiting, hiring, promotions, transfers, reassignments, benefits, separations and in policies impacting the treatment of National Guard Technicians.
2. Supervisors, managers, EEO officials and personnel specialists will play an active role in the implementation and success of this AEP.
3. In order to demonstrate my commitment to EEO, I will ensure each manager and supervisor reporting to me understands the EEO Critical Element in his or her own performance appraisal. Managers and supervisors are required to meet their responsibilities in support of this agency's AEP.
4. I expect the full support of each manager and supervisor in meeting this Program's objectives. Policy monitoring and evaluations will continue to determine the progress of the AEP. Individuals failing to carry out their responsibilities will be subject to appropriate actions.
5. I give my personal commitment to the Nebraska National Guard's EEO Program and require each employee to also commit themselves to the program.
6. The point of contact for this policy is Ms. LaVonne Rosenthal, State Equal Employment Manager (SEEM), (402) 309-8111.
7. This policy will be posted on each official bulletin board. This policy supersedes Military Department Policy (MIL 01-063-12) dated 1 May 2012.
8. This policy will be reviewed NLT 1 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 This policy will stay in effect unless superseded or rescinded.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.

A handwritten signature in blue ink, appearing to read "D. Bohac", is positioned above the typed name.

DARYL L. BOHAC
Major General
The Adjutant General