

PETE RICKETTS, GOVERNOR

NGNE-TAG

SEP 20 2018

MEMORANDUM FOR All Employees of the Nebraska Military Department and the Nebraska National Guard.

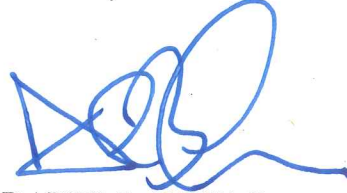
SUBJECT: Military Department (SEEM-18-01) Affirmative Action Policy

1. I am committed to ensuring the maximum utilization of all human resources regardless of race, gender, gender identity, religion, color, national origin, age, marital status, or special needs. The fundamental and compelling purpose behind the Nebraska Military Department and the Nebraska National Guard's Affirmative Action Program is to ensure the employment and retention of qualified minority and female employees.
2. This affirmative action policy is to ensure that minorities and women are provided genuine opportunities for advancement and professional self-fulfillment based on skill, knowledge, ability and merit. Affirmative Action Program effectiveness is dependent upon our supervisors who are charged with the responsibility for its implementation.
3. Supervisors at all levels shall pursue actions necessary to support affirmative action and ensure the organization is comprised of capable, motivated, and professional personnel who are encouraged to develop and use their talents to the utmost of their abilities. The Nebraska Military Department and the Nebraska National Guard are committed to the concept that people are our greatest asset. Fair and equal treatment of each person forms the basis of increasing personnel cohesion and productivity.
4. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.
5. The points of contact for this policy are the State Equal Employment Manager at 402-309-8111 or the State Human Resources Manager at 402-309-8172.
6. This policy supersedes Military Department Policy (MIL 01-001-14) dated 28 February, 2014.

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7. This policy will be reviewed NLT 1 January 2021 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 This policy will stay in effect unless superseded or rescinded.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 reviewed and authorized through the appropriate authority.



DARYL L. BOHAC  
Major General  
The Adjutant General