



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 Policy (SEEM-18-04) 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, gender identity, 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. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.
5. The point of contact for this policy are the State Equal Employment Manager at 402-309-8111.
6. This policy supersedes Military Department Policy (MIL 01-011-14) dated 28 February, 2014.
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 This policy will stay in effect unless superseded or rescinded.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

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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