



NEBRASKA NATIONAL GUARD

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

NGNE-TAG

SEP 20 2018

MEMORANDUM FOR All Nebraska National Guard Federal Employees

SUBJECT: Military Department Policy Memorandum (SEEM-18-07), Nebraska National Guard Equal Employment Opportunity (EEO)

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 federal employees or applicants for federal employment without regard to race, color, gender, gender identity, 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 Compliant 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 the 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, and the Nebraska National Guard Federal Civilian Discrimination Complaint Instruction Guide.
6. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.
7. The point of contact for this policy is the State Equal Employment Manager at 402-309-8111.

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8. This policy supersedes Military Department Policy (SEEM-14-05) dated 11 February, 2015.
9. 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