



NEBRASKA NATIONAL GUARD

JOINT FORCE HEADQUARTERS
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LINCOLN, NE 68524-1801

NGNE-TAG

SEP 20 2018

MEMORANDUM FOR All Nebraska National Guard Military Members

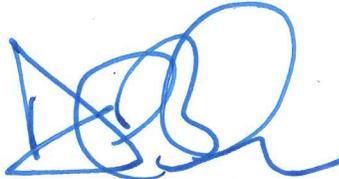
SUBJECT: Military Department Policy Memorandum (SEEM-18-08), Equal Opportunity (EO) Statement for Military Personnel

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, gender identity, 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, gender identity, 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 NGR 600-21, CNGBI 9601.01, CNGBI 9400.01 and Air National Guard Regulation 36-7. Whenever possible, complaints will be resolved at the lowest possible level.
7. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.
8. The point of contact for this policy are the State Equal Employment Manager at 402-309-8111.
9. This policy supersedes Military Department Policy (SEEM-14-06) dated 11 February, 2015.
10. 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