



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 (SEEM-18-10), Affirmative Employment Program

1. This policy is to reaffirm the Nebraska National Guard's commitment to ensuring Equal Employment Opportunity (EEO) for all applications for employment regardless of race, color, national origin, gender, gender identity, religion, age or disability. The Nebraska National Guard's policy is to implement a strong Affirmative Employment Program (AEP) to protect equal opportunity in the areas of recruiting, hiring, promotions, transfers, reassignments, benefits, separations and in policies impacting the treatment of National Guard Employees.
2. Supervisors, managers, EEO officials and personnel specialists will play an active role in the implementation and success of this AEP.
3. Managers and supervisors will understand the EEO Critical Element in his or her own performance appraisal. Managers and supervisors will be 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. 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.
8. This policy supersedes Military Department Policy (SEEM-14-04) 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 This policy will stay in effect unless superseded or rescinded.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

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changes to this policy will not become official until they are reviewed and authorized through the appropriate authority.

A handwritten signature in blue ink, appearing to read 'D. Bohac', with a long horizontal flourish extending to the right.

DARYL L. BOHAC
Major General
The Adjutant General