



NATIONAL GUARD BUREAU
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WASHINGTON, DC 20301-1636

OCT 08 2020

NATIONAL GUARD BUREAU EQUAL EMPLOYMENT OPPORTUNITY POLICY

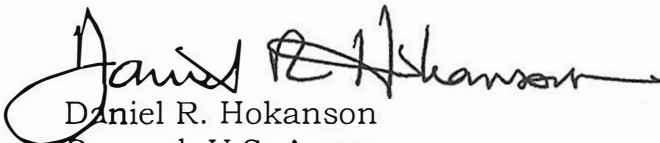
As Chief of the National Guard Bureau, I am committed to providing a work environment that exemplifies dignity, respect, and inclusion. To ensure a fair and equitable work environment for all of our employees, we embrace the principles of EEO, diversity, and inclusion as we recruit, develop, and retain a high-performing workforce that truly reflects the face of our Nation as a whole.

We must ensure that no applicant for employment or employee of the National Guard Bureau is denied equal opportunity because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs.

We must work diligently to maintain a workplace free from harassment and discrimination. Employees and applicants for employment have the right to report incidents of harassment or discrimination without fear of retaliation. Retaliation against those who initiate discrimination complaints, serve as witnesses, or participate in protected communication, is strictly prohibited.

Leaders, managers, and supervisors are responsible for creating an inclusive work environment and will promptly respond to any allegation of harassment before it becomes severe or pervasive. Any employee or applicant for employment who believes he or she has been subject to or has knowledge of discriminatory or harassing behavior is to initiate an EEO complaint within 45 days of the alleged discriminatory event by contacting a supervisor, servicing Human Resources Office, or the Equity and Inclusion Office.

We must ensure that, at every level, the National Guard sets the best example for its impartiality and inclusiveness in the workplace. Each of us must take responsibility for implementing the National Guard Bureau's EEO policy and cooperating fully in its enforcement. In doing so, we reaffirm our agency's commitment to our organization's greatest strength and most valuable resource: Our people. Always Ready, Always There!


Daniel R. Hokanson
General, U.S. Army
Chief, National Guard Bureau