



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS - MONTANA

1956 Mt Majo Street, P.O. Box 4789
Fort Harrison, Montana 59636-4789

AG

1 October 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 2010-03A – Command Policy Statement on Equal Employment Opportunity

1. Reference.

- a. Title VII of the Civil Rights Act of 1964, as amended (42 U.S.C 2000E-16).
- b. The Civil Rights Act of 1991 (P.L. 101-336) applicable to National Guard personnel.
- c. The Age Discrimination in Employment Act (ADEA of 1967, as amended (29 U.S.C. 633A).
- d. The Rehabilitation Act of 1973, as amended (29 U.S.C. 791 and 794a).
- e. The Equal Pay Act (EPA) of 1963 (29 U.S.C. 206 (d).
- f. The Americans with Disabilities Act (ADA) of 1990 (P.L. 101-336).
- g. Title 29 of the Code of Federal Regulations; Parts 1613 and 1614, including revisions (29 C.F.R. Parts 1613 and 1614).
- h. Equal Employment Opportunity Commission Management Directive (EEOC MD).
- i. Department of Defense (DOD) directive 1440.1, the DOD Civilian Equal Employment Opportunity (EEO) Program, as changed; and related case law and decisions and interpretation of EEOC.

2. Purpose. It is my policy to ensure equal employment opportunity exists and is pridefully maintained for the Montana National Guard. I require equal employment opportunity through continuing application of affirmative employment principles at every management level within the department.

3. Policy.

- a. Equal Employment Opportunity (EEO) is the right and responsibility of all department personnel. People are our most important resource. All managers, supervisors, and employees

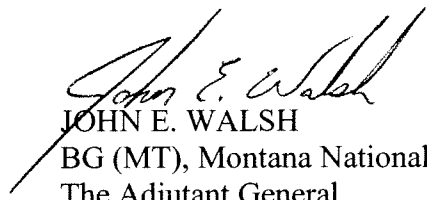
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are responsible for allowing our human resources to mature through positive affirmative actions and EEO practices. The Montana National Guard is committed to the Department of Defense, National Guard Bureau, and State directives concerning civilian EEO programs.

b. The Montana National Guard will not tolerate, condone, or permit any kind of discrimination in employment practices for National Guard technicians, former technicians, or applicants for technician employment on the basis of race, color, religion, gender (including sexual harassment), national origin, age (over 40), handicap condition (physical and/or mental), or reprisal. Managers and supervisors, who permit discrimination without taking positive corrective action, will be subject to appropriate disciplinary action.

5. This policy statement is to be posted to all official bulleting boards and filed in accordance with 2009-01A command policy memo.



JOHN E. WALSH
BG (MT), Montana National Guard
The Adjutant General

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