



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 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 2011-04A – Command Policy Statement on Equal Opportunity (EO)

1. Reference.

- a. Federal: Title VI of the Civil Rights Act of 1964, as amended.
- b. DOD Directives 1350.2 and 5500.11.
- c. Army Regulation 600-20.
- d. Air Force Instruction 36-2706.

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

3. Policy.

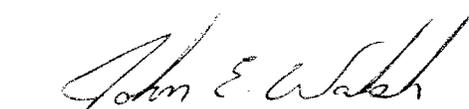
a. The Montana National Guard will not tolerate, condone, or permit any kind of discrimination in employment practices for military employees, former military employees, or applicants for membership on the basis of race, color, national origin, religion, gender (including sexual harassment), or reprisal. Complaints based on age or handicaps are not addressed in the case of military members due to overriding military concerns of fitness and deployability. Commanders and employees, who permit discrimination without taking positive corrective action, will be subject to appropriate disciplinary action.

b. Equal Opportunity (EO) is the right and responsibility of all personnel. People are our most important resource. All commanders and employees are responsible for allowing our human resources to mature through positive affirmative actions and EO practices. The Montana National Guard is committed to the Department of Defense, National Guard Bureau, and State directives concerning civilian EO programs.

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4. This policy statement is to be posted to all official bulleting boards and filed in accordance with 2011-01A command policy memo.



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

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