STATE MILITARY DEPARTMENT JOINT FORCE HEADQUARTERS
ALABAMA NATIONAL GUARD
1720 CONGRESSMAN WILLIAM L. DICKINSON DRIVE
P.O. BOX 3711
MONTGOMERY, ALABAMA 36109-0711

ALJF-TAG 2 January 2008

MEMORANDUM FOR ALL PERSONNEL

SUBJECT: Equal Employment Opportunity (EEO) Policy

1. As the Adjutant General for the Alabama National Guard, I am committed to providing equal employment opportunity for all employees and applicants for employment in the Alabama National Guard, regardless of their race, religion, color, sex, national origin, age, or disability. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.

2. Managers and supervisors will ensure that all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation are free from discrimination and personal biases.

3. Discrimination and workplace harassment will not be tolerated. Allegations of discrimination and harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken. I also support the rights of all employees to exercise their rights under the civil rights statutes. Reprisal against anyone who has participated in protected activity will not be tolerated.

4. Guidelines for filing EEO complaints of discrimination are posted on the HRO website, the technician bulletin board at each unit, and are found in National Guard Regulation (NGR)(AR) 690-600/NGR (AF) 40-1614, National Guard Civilian Discrimination Complaint System. Information on the variety of EEO programs available (alternative dispute resolution, disability accommodations, religious accommodation and others) can be found at http://www.eeoc.gov/, http://www.al.ngb.army.mil/hro/eeo/eeo.htm, http://www.ngb.army.mil/jointstaff/zc/eo/policyprograms/default.aspx , or by contacting our State Equal Employment Manager (SEEM) at (334) 271-7215.

5. This policy letter supersedes JFHQ-AL-TAG, 10 September 2007, Subject: Equal Employment Opportunity (EEO) Policy and will be posted in the permanent section on all technician bulletin boards located at each unit, the Human Resources Office, the Equal Employment Opportunity Office and on the HRO website.

ABNER C. BLALOCK
Major General, ALARNG
The Adjutant General