



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
WASHINGTON NATIONAL GUARD
JOINT FORCE HEADQUARTERS
MILITIA DRIVE BUILDING 1
CAMP MURRAY WA 98430-5000

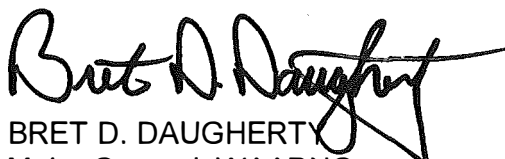
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15 July 2020

MEMORANDUM FOR ALL PERSONNEL

SUBJECT: (JFHQ Policy 401-2020) Statement on Equal Employment Opportunity (EEO)

1. The Washington National Guard is committed to ensuring equal treatment in the workplace, and its members will not practice, condone, or tolerate any form of discrimination or harassment in employment practices on the basis of race, color, religion, sex (gender identity, pregnancy and sexual orientation), national origin, age (over 40), disability, genetic information, or reprisal for previous complaint activity or participation in the complaint process.
2. Equal Employment Opportunity is the responsibility of all personnel. People are our most valuable resource. All managers, supervisors and employees are responsible for fostering and promoting a healthy and positive work environment and equal employment opportunity climate. Allegations of discrimination or harassment, including anonymous complaints, will be investigated, and if substantiated, appropriate action will be taken. Managers, supervisors and employees who engage in or permit improper discrimination or harassment without taking appropriate corrective action will be subject to disciplinary action under the Equal Employment Opportunity Commission, which may include victim relief or compensatory, punitive, or liquidated damages.
3. Guidelines for filing Equal Employment Opportunity complaints of discrimination are outlined in 29 Code of Federal Regulations, Part 1614 and Equal Employment Opportunity Commission Management Directive 110. Civilian complaints of discrimination will be directed to Equal Employment Opportunity Counselors. Laws, regulations and guidance governing Equal Employment Opportunity are located on the Equal Employment Opportunity Commission website at <http://www.eeoc.gov>.
4. This policy memorandum supersedes all prior Equal Employment Opportunity Policies issued at my level. A copy of this memorandum will be posted on all directorate bulletin boards.
5. Point of contact for Equal Employment Opportunity complaint process management and this memorandum is the State Equal Employment Manager at (253) 512-8864/DSN 323-8864, located in the Washington National Guard Human Resources Office, Building 33.


BRET D. DAUGHERTY
Major General, WAARNG
The Adjutant General