DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCES HEADQUARTERS KANSAS
2800 SOUTHWEST TOPEKA BOULEVARD
TOPEKA, KS 66611-1287

NGKS-TAG 8 February 2011

MEMORANDUM FOR All Members and Employees of the Kansas Army National Guard and Kansas Air National Guard

SUBJECT: TAG Policy Letter No.10, Equal Opportunity (EO) Policy for the Kansas National Guard

1. I am committed to providing a work environment that is free from illegal discrimination and harassment for the soldiers, airmen and all employees of the Kansas National Guard to include their families.

2. It is my policy not to condone or tolerate unlawful discrimination or sexual harassment within the Kansas National Guard. It is unlawful to discriminate against an individual or group because of their race, color, national origin, religion or gender.

3. I expect leaders, at all levels, to view equal opportunity as an essential foundation upon which to build readiness. Each command must have the appropriate personnel appointed as their Brigade Equal Opportunity Advisor (EOA), Unit Equal Opportunity Leader, and Wing Equal Opportunity Officer and trained as required.

4. I expect commanders to establish and maintain an active equal opportunity program within their commands. Commanders will conduct required annual climate assessments and training in accordance with their regulatory guidelines.

5. It is my goal to establish an affirmative action plan/program to guarantee equal opportunity in recruiting, hiring, training, assigning, rewarding, promoting, disciplining, and separating our Guard members.

6. Questions regarding possible violations may be addressed with your supervisor, an EO Representative or you may contact the State Equal Employment Manager or the Equal Employment Opportunity Specialist at 785-274-1166 or 785-274-1168.

7. This policy letter supersedes the previous TAG Policy letter No. 10 dated 15 October 2009. This policy letter will be posted on all unit/organizational bulletin boards.

LEE E. TAPANELLI
Major General (KS), KSNG
The Adjutant General

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