



Military Equal Opportunity/ Equal Employment Opportunity





Overview

- Equal Employment Opportunity (EEO)
 - Basis of Discrimination
 - Complaint Process
- Military Equal Opportunity (MEO)
 - Basis of Discrimination
 - Complaint Processing
- Trends





Definition

- *Discrimination.*
 - **DoD:** Any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, gender, national origin, or religion.
 - **EEOC:** Unfair treatment because of your race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information





Policies

- TAG Policy #9, Equal Employment Opportunity Process
- TAG Policy #10, Military Equal Opportunity Complaint Processing
- KSNGI 9600, 22 Sept 2017, Kansas National Guard Civilian Equal Employment Opportunity Complaint Processing And Reporting Guidance





Equal Employment Opportunity (EEO)

- Applies to:
 - Technician
 - Title 5 Employees





EEO Basis of Discrimination

- Age (40 and over)
- Disability
- Equal Pay/Compensation
- Genetic Information
- Harassment
- National Origin
- Pregnancy
- Race/Color
- Religion
- Retaliation
- Sex
- Sexual Harassment





EEO Complaint Process

- Contact an EEO Counselor within **45 days** of:
 - date of Discrimination
 - date of learning of Discrimination
- SEEM will assign an EEO Counselor
- May participate in Alternative Dispute Resolution (ADR)
- If unresolved may file a Formal Complaint with 15 days
- Agency dismiss or investigate
- Agency has 180 days to complete investigation





Military Equal Opportunity (MEO)

- Military Equal Opportunity
- Applies to:
 - AGR Service Members
 - Traditional/M-Day Service Members





MEO Basis of Discrimination

- Race
- Color
- National Origin
- Religion
- Sex-Gender
- Sexual Orientation
- Sexual Harassment
- Reprisal





MEO Complaint Process

- Attempt to resolve at the lowest level
 - Confront the Offender (*Optional*)
 - Commander/First Line Supervisor (*Optional*)
- File an Informal Resolution Request (IRR) complaint within 180 days of:
 - date of discrimination
 - date of learning of discrimination
- Unit has 180 days to resolve complaint
- If unresolved, Complainant may file an Formal Resolution Request (FRR) within 30 days of issuing the Notice of Proposed Resolution





MEO Complaint Process

- If unresolved, Complainant may file an Formal Resolution Request (FRR) within 30 days of issuing the Notice of Proposed Resolution
- NGB Accepts or Declines
 - Accept- NGB will investigate
 - Decline- Complaint is Closed





Trends

- Social Media
- News/Politics
- Work areas
- Sexist/Racist Slurs, Comments and Jokes





Questions

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