



DEPARTMENTS OF THE ARMY AND THE AIR FORCE

HEADQUARTERS, KANSAS NATIONAL GUARD
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NGKS/TAG

1 April 2020

MEMORANDUM FOR DISTRIBUTION

SUBJECT: TAG Policy Letter #10, Military Equal Opportunity (MEO) Program

References: (a) DoDD 1350.02, June 08, 2015, *Department of Defense Military Equal Opportunity Program*
(b) DoDD 1020.02E, June 01, 2018, *Diversity Management and Equal Opportunity in the DoD*
(c) DoDI 1020.03, February 08, 2018, *Harassment Prevention and Response in the Armed Forces*
(d) AR 600–20, 06 November 2014, *Army Command Policy*
(e) NGR (AR) 600-21, 22 May 2017, *Equal Opportunity Program in the Army National Guard*
(f) AFI 1-1, 12 November 2014, *Air Force Standards*
(g) AFI 1-2, 8 May 2014, *Commander's Responsibilities*
(h) ANGI 36-7, 25 April 2003, *Air National Guard Military Equal Opportunity Program*
(i) CNGBM 9601.01, 25 April 2017, *National Guard Discrimination Complaint Process*
(j) CNGBI 9400.01, 29 November 2017, *Nondiscrimination in Federally Assisted Programs*

1. Applicability: This policy is applicable to all military members assigned to the Kansas National Guard (KSNG), including the Kansas Army National Guard and Kansas Air National Guard, and beneficiaries receiving Federal financial assistance disbursed by the National Guard.
2. It is Kansas National Guard (KSNG) policy not to condone or tolerate unlawful discrimination. It is unlawful to discriminate or harass against an individual or group because of their race, color, national origin, religion, sexual orientation, or gender. Engaging in such behaviors violates service standards, degrading our ability to respond as a ready responsive force. Discrimination and harassment violate the foundational core value required for operational unit cohesion-trust.
3. KSNG service is built on core values applicable to both on and off-duty conduct. Airmen and Soldiers will be assessed on merit, fitness, capability, and potential. Members will not be classified, trained, assigned, promoted or otherwise managed on the basis of any of the above listed protected categories. Written or verbal communications, including all forms of social media, degrading individuals on the basis of any of the protected categories represents a form of discrimination referred to as harassment. These behaviors may also rise to the level of actionable misconduct. Leaders at all levels are accountable for responding and resolving concerns of

discrimination and harassment in accordance with applicable DoD directives, service specific regulations and local published guidance from the State Equal Opportunity Office (SEOO).

4. The chain of command is the primary channel for resolving concerns of unlawful discrimination and harassment. Commanders are responsible for assisting with clarification of allegations, inquiring into allegations and issues, attempting resolution, and taking appropriate actions to maintain good order and discipline. Leaders will utilize certified Military Equal Opportunity (MEO) professionals to respond to concerns and complaints of harassment and discrimination.
5. KSNG members who do not feel comfortable or are not able to report their concerns to the chain of command may initiate an Informal Resolution Request (IRR) with the SEOO or a certified MEO professional within 180 days from the date of the alleged incident or the date the members became aware of the discriminatory event or action. Members can contact the SEOO at (785) 646-0025, (785) 646-0026 or (785) 646-0027. The lowest level command will then have 180 days to complete an inquiry and attempt resolution of the received IRR. A Formal Resolution Request may be filed by the member when informal resolution attempts prove unsuccessful through the SEOO. The use of mediation, facilitation or other approved Alternative Dispute Resolution techniques are encouraged to reach a resolution.
6. No Soldier or Airman shall experience retaliation or reprisal for participation in a protected equal opportunity activity which includes, but is not limited to, informally correcting acts of discrimination or harassment, seeking assistance from a MEO professional, filing an IRR, and/or participating in a MEO inquiry or investigation. Definitions of retaliation and reprisal can be found in Reference (c). Any member who believes they have experienced reprisal or retaliation for a MEO protected communication should contact a MEO professional without delay.
7. In accordance with service specific guidance, subordinate commanders will publish their Equal Opportunity policy, ensure Equal Opportunity training is accomplished and, within 180 days of taking command, complete a climate assessment utilizing the results to address negative organizational factors as necessary.
8. Point of contact for this memorandum is the State Equal Employment Manager (EEO Director) at (785) 646-0025.
9. This policy supersedes TAG Policy Letter #10 dated 1 June 2019.


DAVID A. WEISHAAR, Major General, KSNG
The Adjutant General

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