DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS, KENTUCKY NATIONAL GUARD
BOONE NATIONAL GUARD CENTER, 100 MINUTEMAN PARKWAY
FRANKFORT, KENTUCKY 40601-6168

NGKY-TAG 1 January 2020

MEMORANDUM FOR All Commanders and Supervisors, Kentucky Army and Air National Guard

SUBJECT: (KYNG Log Number P20-003) Equal Opportunity

1. This policy memorandum supersedes KYNG Log Number P19-002.

2. References:

a. DoDD 1020.02E, Diversity Management and Equal Opportunity in the DoDD, 8 June 2015, Incorporating Change 2, Effective 1 June 2018.

b. DoDI 1020.03, Harassment Prevention and Response in the Armed Forces, 8 February 2018.

c. NGR 600-21 Equal Opportunity Program in the Army National Guard, 22 May 2017.

d. CNGBM 9601.01, National Guard Discrimination Complaint Process, 25 April 2017.

e. CNGBI 9601.01, National Guard Discrimination Complaint Program, 27 September 2015.

f. DoDD 1350.2, Department of Defense Military Equal Opportunity Program, 18 August 1995, Certified current as of 21 November 2003, Incorporating Change 2, 8 June 2015.

f. ANGI 36-7, Air National Guard Military Equal Opportunity Program, 25 April 2003.

3. Equal Opportunity (EO) is an inseparable part of sound leadership. Arbitrary barriers of harassment, including sexual harassment, and unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity), or sexual orientation interfere with the professional and personal development of our Soldiers and Airman. They also undermine the combat readiness and mission effectiveness of our units. Conversely, fair treatment promotes quality of life and provides an environment in which personnel can perform to their maximum ability. This policy applies to both on and off-post or base facilities during duty and non-duty hours.

4. Commanders at all levels are responsible for the climate of their command. I expect them to be thoroughly familiar with applicable regulations, and to empower their Military Equal Opportunity (MEO) Officers or EO Advisors/Leaders to do their jobs and see to it they do it properly.

5. The Commander will emphasize EO policies, procedures and training. Policies and posters must be displayed in prominent areas. Individuals assuming command responsibilities must be mindful to set the example.

6. The chain of command is the primary channel for resolving informal resolution requests. The Chain of Command will ensure discrimination is not practiced, condoned, or tolerated in the KYNG. It is a mission imperative for commanders to assist the claimant, inquire into the issues and allegations, take corrective action, and to attempt to resolve the informal resolution request, where possible. Informal Resolution Requests (IRRs) must be filed with the Equal Opportunity Advisor (EOA), EO Director, or the State Equal Employment Manager (SEEM) within 180 calendar days from the date of the alleged discrimination or the date the individual became aware or reasonably should have become aware of the discriminatory event or action.

7. I prohibit commanders, NCOs, and all leaders from taking any action that discourages a member or recruit from filing an informal resolution request or seeking assistance when resolving EO matters. It is the responsibility of command to ensure the claimant is protected from reprisal or retaliation when engaging in protected activity.

8. My points of contact for this memorandum are LTC Bobbie Jo "BJ" Badgett, HR/EO at 502-607-1217 or via e-mail at bobbie.j.badgett.mil@mail.mil Capt Jillian S. McNary, EO Director at 502-413-4094 or via e-mail at jillian.s.mcnary.mil@mail.mil.

HALDANE B. LAMBERTON
Brigadier General, KYNG
The Adjutant General