



ARKANSAS DEPARTMENT OF THE MILITARY  
OFFICE OF THE ADJUTANT GENERAL  
CAMP JOSEPH T. ROBINSON  
NORTH LITTLE ROCK, ARKANSAS 72199-9600

ASA HUTCHINON  
GOVERNOR

KENDALL W. PENN  
MAJOR GENERAL  
THE ADJUTANT GENERAL

NGAR-HRO-EEM

1 October 2019

MEMORANDUM FOR All Military Members of the Arkansas National Guard

SUBJECT: The Adjutant General's Policy 2020-03, Equal Opportunity (EO) Command Policy

1. References.

- a. DoDD 1350.2, Department of Defense Military Equal Opportunity (MEO) Program, 8 June 2015
- b. DoDD 1020.02E, Diversity Management and Equal Opportunity, 1 June 2018
- c. Army Regulation (AR) 600-20, Army Command Policy, dated 06 November 2014
- d. Equal Opportunity Program in the Army National Guard, 22 May 2017
- e. ANGI 36-7, Air National Guard Military Equal Opportunity Program, 25 April 2003

2. This memorandum supersedes The Adjutant General's Policy 2018-04, Subject: Equal Opportunity (EO) Command Policy dated 11 December 2017.

3. The Arkansas National Guard Equal Opportunity (EO) Program is a major area of focus for all Commanders. It is a key factor that impacts the ability to accomplish our mission. All Soldiers and Airmen of this command are afforded equal opportunity in an environment free from harassment including sexual harassment and unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity) or sexual orientation. Discrimination and sexual harassment will not be tolerated in any form.

4. The perception or reality of unequal treatment ultimately undermines unit cohesion and the mission. Leaders must make the most of every member's skills and abilities

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while appreciating the differences and maximizing their contribution to the Arkansas National Guard. We will strive to eliminate any obstacles that limit the opportunity for anyone to achieve his or her maximum potential.

5. I charge all commanders and leaders to support and commit to the EO Program. We will resolve EO issues and concerns fairly and in a timely manner. Commanders will create an environment where members feel confident in identifying issues to leadership. We will also continue to focus on finding resolutions to identified inequities.

6. Every Soldier and Airman has the right to report sexual harassment and unlawful discrimination complaints to the chain of command without fear of intimidation, reprisal, or harassment. The command will take appropriate actions to rectify/resolve the issue. Additionally, the Equal Opportunity Advisors (Army) and Military Equal Opportunity personnel (Air) are available to assist commanders, Soldiers, Airmen and Family members at any time

7. Point of contact for the Equal Opportunity Command Policy is the State Equal Employment Manager, 501-212-4231 or DSN 962-4231.



KENDALL W. PENN  
Major General  
The Adjutant General