



ASA HUTCHINSON
GOVERNOR

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



KENDALL W. PENN
MAJOR GENERAL
THE ADJUTANT GENERAL

NGAR-HRO-EEM

20 August 2021

MEMORANDUM FOR All Arkansas National Guard Supervisors and Title 5/Title 32 Federal Technicians

SUBJECT: The Adjutant General's Policy Memorandum 2021-18, Equal Employment Opportunity (EEO)

1. References:

- a. Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et seq., as amended
- b. Equal Employment Opportunity Management Directive for 29 C.F.R Part 1614 (EEO- MD-110), dated 5 August 2015
- c. DOD Directive 1440.1, Department of Defense Civilian Equal Employment Opportunity Program, 21 November 2003
- d. The Age Discrimination in Employment Act (ADEA) of 1967, as amended (29 U.S.C. 633A)
- e. The Equal Pay Act (EPA) of 1963 (29 U.S.C.).206 (d)
- f. The ADA Amendments Act (ADAAA) of 2008
- g. The American with Disabilities Act (ADA) of 1990
- h. Army Regulation (AR) 600-20, Army Command Policy, 24 July 2020

2. Applicability: Civilian members of the Arkansas National Guard serving in a Title 5 competitive or excepted status, Title 32 dual-status technicians performing in technician status and applicants for technician employment.

3. This memorandum supersedes Policy Memorandum# 2020-17, Subject: Equal Employment Opportunity, dated 14 May 2020.

4. The Arkansas National Guard is committed to finding the best qualified person by recognizing their merit, fitness and capabilities to fulfill the requirement of each available civilian position. Therefore, I am committed to prohibiting discrimination or harassment in employment practices for civilian members of the Arkansas National Guard serving in a Title 5 competitive or excepted

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status, Title 32 dual-status technicians performing in technician status and applicants for technician employment on the basis of race, color, age (40 or older), religion, sex (including pregnancy, gender, identity, and sexual orientation when based on sex stereotyping), national origin, disability (physical or mental), genetic information (GINA) or reprisal. This includes, but is not limited to, equal treatment in recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, separations and disciplinary actions.

5. Equal Employment Opportunity (EEO) is the law and I will ensure compliance with the law. The absence of EEO in an environment can have a negative impact on morale and productivity. All employees and applicants for employment have an inherent right to fair and equitable treatment. Any employee or applicants for employment who believes that he/she has been denied EEO, or is the subject of an incident of harassing conduct should report the matter promptly.

6. As the Adjutant General, I support the goals and objectives of the Department of Defense's Civilian EEO Program. I am fully committed to advancement opportunities of all personnel employed by the Arkansas National Guard. Discrimination, harassment or reprisal against anyone who has engaged in a protected activity will not be tolerated.

7. Personnel who feel they have been victims of discriminatory actions can contact the State Equal Employment Manager or one of the EEO counselors listed in the enclosure. Initial contact must be made within 45 days of the discriminatory action. All complaints will be processed in accordance with the Equal Employment Opportunity Management Directive for 29 C.F.R Part 1614 (EEO-MD-110), dated 5 August 2015. All EEO complaints will be expeditiously, fairly and thoroughly addressed. Confirmed offenders will be disciplined.

8. Questions regarding this policy or filling a complaint may be addressed through the State Equal Employment Manager's Office at (501) 212-4231.

Encl
Counselors List



KENDALL W. PENN
Major General
The Adjutant General

List of Equal Employment Opportunity (EEO) Counselors

EEO counselors and the State Equal Employment Manger (SEEM) are available to all Civilian members of the Arkansas National Guard serving in a Title 5 competitive or excepted status, Title 32 dual-status technicians performing in technician status and applicants for technician employments, employment and supervisors to discuss/advice and counsel on issues related to equal opportunity, discrimination or sexual harassment (includes gender, non-sexual or hostile work environment). The following personnel are available to assist you with the types of issues mentioned above:

<u>Name</u>	<u>Title</u>	<u>Location</u>	<u>Phone Number</u>	<u>Email</u>
SGT Emily Emerson	Counselor	Aviation	501-212-5666	emily.a.emerson3.mil@mail.mil
Vanessa Jordan	Counselor	DOMS	501-212-5143	vanessa.i.jordan.mil@mail.mil
2LT Janice Sawyer	Counselor	DCSIM	501-212-5930	janice.i.sawyer.mil@mail.mil
LTC Sandra Young	Counselor	DCSLOG	501-212-4421	sandra.y.young.mil@mail.mil
1Lt Delmy Osorio-Green	Counselor	188th Wing	479-573-5766	delmy.osorio-green@us.af.mil
MSgt Jessica Roles	Counselor	189th Airlift Wg	501-987-6068	jessica.roles@us.af.mil
CW2 Patrick Jacob	EO Spec	HRO	501-212-4222	patrick.d.jacob.mil@mail.mil
CW4 Veronica Austin	SEEM	HRO	501-212-4231	veronica.y.austin.mil@mail.mil

Contact information is to be posted on all facility and unit/wing bulletin boards and unit websites.