



**STATE OF GEORGIA  
GEORGIA DEPARTMENT OF DEFENSE  
1000 HALSEY AVENUE, BUILDING 447  
MARIETTA, GEORGIA 30060-4277**

**NGGA-TAG**

**26 September 2022**

**MEMORANDUM FOR ALL PERSONNEL**

**SUBJECT: Military Equal Opportunity (MEO) Policy**

**1. REFERENCES.**

- a. Department of Defense Instruction 1020.03 (Harassment Prevention and Responses for DoD Civilian Employees), 29 December 2020
- b. Department of the Air Force Instruction 36-2710 (Equal Opportunity Program), 18 June 2020, as amended by Department of the Air Force Guidance Memorandum 2022-1, dated 6 April 2022
- b. Chief, National Guard Bureau Instruction 9601.01 (National Guard Discrimination Complaint Program), 27 September 2015
- c. Chief, National Guard Bureau Manual 9601.01 (National Guard Discrimination and Complaint Process), 25 April 2017

2. Equal Opportunity is an essential element of readiness that is vital to the accomplishment of our mission. Commanders and supervisors are therefore responsible for ensuring that our work environments are free from discrimination based on race, religion, color, gender (including gender identity), sex (including sexual orientation and sexual harassment), national origin, or reprisal (for having engaged in previous equal opportunity activity).

3. My policy on discrimination is clear: every member of the Georgia National Guard will be provided equal opportunity in all facets of their employment and career and will be treated with dignity and respect. Conduct or behavior which violates this policy will not be tolerated and will be addressed swiftly and appropriately.

4. Commanders will ensure Human Relations/Equal Opportunity training is conducted in accordance with service-specific regulations or instructions and will ensure the course content and instructional methods used in said training promote positive human relations and equal opportunity for all members.

5. Procedures for filing military complaints of discrimination are found in Chief National Guard Bureau Manual 9601.01. Complaints may be filed with service-specific Equal Opportunity personnel or with the Office of the State Equal Employment Manager

(SEEM). Alternative dispute resolution procedures are available to military personnel and should be utilized as a method of conflict resolution where appropriate. All formal complaints of discrimination will be promptly and thoroughly investigated and action will be taken to resolve the complaint as appropriate.

6. The point of contact for questions and assistance pertaining to this policy is the SEEM at (678) 569- 5728. This policy letter will be posted in the permanent section on all unit bulletin boards.

A handwritten signature in black ink, appearing to read 'Thomas M. Carden, Jr.', with a stylized, cursive script.

THOMAS M. CARDEN, JR.  
Major General, GANG  
The Adjutant General