



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

NGGA-TAG

19 February 2025

MEMORANDUM FOR ALL PERSONNEL

SUBJECT: Georgia National Guard Equal Opportunity Policy

1. References.

a. Department of Defense Instruction 1020.03, Harassment Prevention and Responses in the Armed Forces, 8 February 2018, Incorporating Change 3, 17 January 2025

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. Applicability. This policy applies to all members of the GANG in a Title 32 military status. Members of the GANG in a Title 32 dual-status technician status are subject to Federal Equal Employment Opportunity laws and related policies.

3. Policy. The Georgia National Guard (GANG) does not condone or tolerate unlawful discrimination or harassment of any kind. Such behavior jeopardizes combat readiness and mission accomplishment, weakens trust within the ranks, erodes unit cohesion, and is fundamentally at odds with the obligations of servicemembers to treat others with dignity and respect. No member of the GANG may unlawfully discriminate against, harass, intimidate, or threaten another person on the basis of race, color, national origin, religion, or sex; sexually harass someone; or seek reprisal against someone who engages in a protected discrimination complaint activity. Conduct or behavior which violates this policy is prohibited and will be addressed swiftly and appropriately.

4. Compliance with this policy is a leadership function. Leaders at all levels are responsible for fostering a climate that is free from harassment and does not tolerate retaliation against those who engage protected discrimination process-related activity. Commanders will ensure 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.

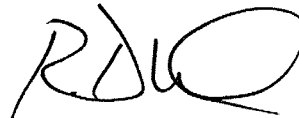
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SUBJECT: Georgia National Guard Military Equal Opportunity (MEO) Policy

5. Procedures for filing military complaints of discrimination are found in reference (c). 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. This policy letter will be posted in the permanent section on all unit bulletin boards on the Georgia National Guard HRO website.

7. Questions regarding this policy may be addressed through the SEEM's office at (678) 569- 5728, DSN 338-5728.

A handwritten signature in black ink, appearing to read 'RDW', is positioned above the printed name and title.

RICHARD D. WILSON
Major General, GANG
The Adjutant General