



NATIONAL GUARD BUREAU

1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

APR 03 2020

Equal Employment Opportunity Policy

As Chief of the National Guard Bureau, I am committed to providing equal employment opportunity (EEO) and equal treatment for all. We must ensure that no applicant for employment or employee of the National Guard is denied equal opportunity because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs.

We must work diligently to maintain a workplace free from discrimination. Employees and applicants for employment have the right to report incidents of discrimination or harassment without fear of retaliation. Reprisal for engagement in protected EEO activity will not be tolerated.

Leaders, managers, and supervisors are responsible for creating an inclusive work environment and will promptly respond to an allegation of harassment before it becomes severe or pervasive.

The National Guard will continue to provide reasonable accommodations to employees and applicants with disabilities, as well as for religious observances and practices.

It is incumbent upon each of us, at every level, to ensure that the National Guard sets the best example for its impartiality and inclusiveness in the workplace. Likewise, each of us must take responsibility for implementing the National Guard's EEO policy and cooperating fully in its enforcement. In doing so, we reaffirm our agency's commitment to a workplace free of unlawful discrimination, harassment, and retaliation.

A handwritten signature in black ink, appearing to read "J. Lengyel", is positioned above the typed name and title.

JOSEPH L. LENGYEL
General, U.S. Air Force
Chief, National Guard Bureau