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State of Utah

UTAH NATIONAL GUARD

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NGUT-HRO-EO (RN 800C-5)

1 February 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 21-04, Utah National Guard (UTNG) Equal Opportunity (EO)/ Equal Employment Opportunity (EEO)

1. References.

- a. CNGBI 9601.01 (National Guard Discrimination Complaint Program), 27 September 2015
- b. NGR 600-21 (Equal Opportunity Program in the Army National Guard), 22 May 2017
- c. AFI 36-2706 (Equal Opportunity Program, Military and Civilian), 5 Oct 2010
- d. Title 29 Code of Federal Regulation Part 1614

2. Applicability: This policy applies to all members and employees of the UTNG and supersedes Policy Letter 13-06 – Equal Opportunity and Equal Employment Opportunity, dated 6 March 2013 and Policy Letter 13-05 - Sexual Harassment, dated 6 March 2013.

3. Purpose: To identify TAG policy regarding EO/EEO and Sexual harassment standards for all UTNG members and employees, and identify reporting contact information. Policy is monitored and annually inspected by National Guard Bureau Equal Opportunity Program Branch (NGB-EO) and the Equal Employment Opportunity Commission (EEOC).

4. Policy: It is the UTNG policy to guarantee all personnel of the UTNG freedom from discrimination based on race, color, gender, national origin, religion, age and disability. These acts, to include acts of sexual harassment, not only undermine human dignity, but also demoralize our personnel, disrupt mission accomplishment and destroy unit cohesion.

5. All UTNG members will ensure equal opportunity for all military and civilian personnel or applicants for membership in the National Guard. They will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis

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of race, color, gender, national origin, religion or reprisal. Members will support the established affirmative action goals and plan set by the Utah National Guard.

6. Copies of this Policy Letter will be posted on bulletin boards in work areas. All personnel must be advised of EO and EEO procedures to address complaints and issues.

7. Questions regarding this policy, or other issues related to EO, EEO, Affirmative Action and/or the procedures for processing complaints and administering the policy and goals of Equal Opportunity, should be directed to an Equal Opportunity Advisor or the State Equal Employment Manager (SEEM) at (801) 432-4219.

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Commanding

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