



**MISSOURI NATIONAL GUARD
JOINT FORCE HEADQUARTERS
IKE SKELTON TRAINING SITE
2302 MILITIA DRIVE
JEFFERSON CITY, MISSOURI 65101-1203**

MONG POLICY MEMO #11-02

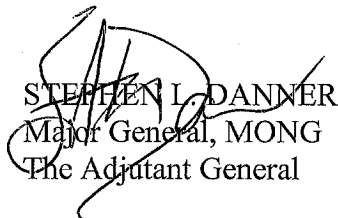
NGMO-HRD-EO

7 February 2011

MEMORANDUM FOR DISTRIBUTION A & D

SUBJECT: Equal Employment Opportunity (EEO) and Affirmative Employment Program (AEP)

1. Reference NGR (AR) 690-600/NGR (AF) 40-1614, National Guard Civilian Discrimination System
2. It is my policy to maintain a positive work environment that is productive and free from discrimination and bias. Leaders are responsible for ensuring that all federal technicians (Soldiers, Airmen, and Civilian Employees) receive fair and equitable treatment on the basis of their capability and merit without regard to race, religion, color, national origin, gender, age or disability. I support a strong equal employment opportunity program in the areas of recruitment, hiring, promotions, transfers, reassignments, training benefits, separations and all policies affecting the treatment of our technician workforce.
3. It is the responsibility of all supervisors to actively engage in the implementation and success of affirmative employment initiatives and to identify and develop high potential individuals. I expect the full support of every individual in these positions in meeting our objectives and working toward establishing a climate of fair and equitable treatment.
4. The increasing diversity in our organization indicates that a multicultural workforce is a valuable asset and vital to mission readiness. We will take advantage of our combined strengths to ensure the Missouri National Guard is the quality organization we expect it to be.
5. This policy supersedes MONG Policy Memo #09-03 dated 27 April 2009 and will remain in effect until superseded.
6. Point of contact is the State Equal Employment Manager at (573) 638-9854.


STEPHEN L. DANNER
Major General, MONG
The Adjutant General