



**HEADQUARTERS IOWA NATIONAL GUARD**  
**Office of the Adjutant General**  
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NGIA-TAG

01 October 2020

MEMORANDUM FOR All Commanders, Directors, and Supervisors of All Units, Activities and Departments, Iowa National Guard

SUBJECT: ARNG and ANG Military Equal Opportunity (EO) Policy

1. References:

- a. CNGBM 9601.01, National Guard Discrimination Complaint Process, 25 April 2017
- b. NGR 600-21, Equal Opportunity Program In the Army National Guard, 22 May 2017
- c. AFI 36-2710, Equal Opportunity Program, 18 June 2020

2. The Iowa National Guard is committed to Equal Opportunity for all military members. Discrimination is prohibited and will not be practiced or condoned. Military members are afforded equal opportunity in an environment free from discrimination on the basis race, color, national origin, religion, sex (to include gender identity), sexual harassment, and/or sexual orientation and harassment which includes hazing, bullying and other discriminatory harassment. Commanders will take immediate and appropriate action to address the allegations of discrimination and correct any unlawful discriminatory practices.

3. EO is critical to mission accomplishment, unit cohesiveness, and military readiness. EO is the commanders program and commanders are responsible for sustaining a positive EO climate within their units. Military EO goals must be developed, progress tracked, and plans adjusted accordingly to meet readiness factors. Commanders must ensure EO training is conducted, climate surveys and complaints are properly administered, and other EO requirements are met and adhered to. EO professionals are available to advise and assist individuals, commanders, and supervisors in addressing all military EO matters.

4. We must all work together to achieve a human relations culture of fairness and transparency, where military members are evaluated solely on merit, performance, and potential in support of readiness. All commanders and supervisors will ensure the widest possible dissemination of this policy to their personnel and ensure the policy is posted on bulletin boards.

5. This policy supersedes the previous memorandum dated 01 October 2019, same subject as above.

6. The EO Complaint Process Standard Operating Procedures, point of contact roster, and detailed EO Program information may be found at <http://iako.ia.ngb.army.mil>, select Special Staff; EEO; Policy Letters. Questions regarding this memorandum may be directed to Ms. Amanda Wicker at [Amanda.n.wicker2.civ@mail.mil](mailto:Amanda.n.wicker2.civ@mail.mil) or 515-252-4539.

A handwritten signature in black ink, appearing to read "Ben J. Corell".

BENJAMIN J. CORELL  
Major General, Iowa National Guard  
The Adjutant General