



**HEADQUARTERS IOWA NATIONAL GUARD**  
**Office of the Adjutant General**  
*Camp Dodge Joint Maneuver Training Center*  
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NGIA-TAG

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

SUBJECT: Equal Employment Opportunity (EEO) Policy

1. Reference manual, Equal Employment Opportunity Management Directive 110, 5 August 2015, "Federal Sector Complaint Processing Manual"
2. It is the policy of the Iowa National Guard to provide an environment free of discrimination and harassment for all Technician employees, applicants for employment and former employees as appropriate. Adherence to EEO laws and regulations must be followed in all aspects of the employment cycle, personnel policies, and practices.
3. It is illegal to discriminate or harass someone based on race, color, religion, sex (including gender identity, sexual orientation and pregnancy), national origin, age (40 and older), disability or genetic information. It is also illegal to retaliate against a person because he or she complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. All allegations of discrimination and harassment will be immediately addressed and appropriate corrective action taken. Commanders and supervisors must establish and maintain a climate that fosters human dignity, fairness, and respect, while eliminating attitudes, behaviors and practices that adversely impact organizational cohesiveness.
4. 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. The EEO Discrimination Complaint Procedures Standard Operating Procedure, point of contact roster, and detailed EEO Program information may be found at <http://iako.ia.ngb.army.mil>, select Special Staff; Equity & Inclusion Office; 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.

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