



HEADQUARTERS IOWA NATIONAL GUARD

Office of The Adjutant General

Camp Dodge Joint Maneuver Training Center

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Johnston, Iowa 50131-1824

NGIA-TAG

1 October 2021

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

SUBJECT: ARNG and ANG Military Equal Opportunity (MEO) and Sexual Harassment Policy

1. References. See enclosure.
2. The IANG is committed to ensuring that every activity and function within this command promotes a positive work environment that is free from discrimination and sexual harassment. Military members will be given full opportunity to develop professionally and personally, free from prejudice, discrimination, sexual / non-sexual harassment, hazing, and bullying. Military members will operate in a command climate that ensures fair treatment for all on the basis of merit, performance, and potential without regard to race, color, sex (including gender identity and pregnancy), sexual orientation, religion, or national origin.
3. I want to ensure that we have a command climate that encourages every Military member to freely identify and report injustices and discrimination or harassment of any form, without the threat of intimidation or reprisal or retaliation. I expect Military members and their leaders to take swift and proactive steps to help eradicate biased behaviors, discriminatory practices, and behaviors that create the continuum of harm. Discrimination and harassing behaviors in any form will not be tolerated.
4. MEO is critical to mission accomplishment, unit cohesiveness, and military readiness. MEO is the commanders program and therefore are responsible for sustaining a positive EO climate within their units. MEO goals must be developed, progress tracked, and plans adjusted accordingly to meet readiness factors. Commanders must ensure MEO training is conducted, climate surveys assessed and corrected, complaints are properly administered, and other EO requirements are met. MEO professionals are available to advise and assist individuals, commanders, and supervisors in addressing all MEO matters.
5. 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. This policy supersedes the previous memorandum dated 1 October 2020, same subject as above.
6. Detailed MEO Program information may be found at <http://iako.ia.ngb.army.mil>, select Special Staff; Equity & Inclusion; EEO; Policy Letters and SOPs. Questions may be directed to Ms. Amanda Wicker at amanda.n.wicker2.civ@mail.mil or 515-252-4539.

Encl

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

Enclosure

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.