



HEADQUARTERS IOWA NATIONAL GUARD

Office of The Adjutant General

Camp Dodge Joint Maneuver Training Center

7105 NW 70th Avenue
Johnston, Iowa 50131-1824

NGIA-TAG

1 October 2021

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

SUBJECT: Annual Equal Employment Opportunity (EEO) Policy Statement

1. Reference manual, Equal Employment Opportunity Management Directive 110, 5 August 2015, "Federal Sector Complaint Processing Manual".
2. Iowa National Guard employees and applicants for employment are covered by federal laws and Presidential Executive Orders designed to safeguard employees and job applicants from discrimination on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, and genetic information. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs. Consistent with these obligations, the IANG also provides reasonable accommodations to employees and applicants with disabilities and for sincerely held religious beliefs, observances and practices.
3. Employees and applicants are also protected against retaliation. Acts of retaliation against an employee who engages in protected activity, such as reporting discrimination or harassment or participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated.
4. We must be diligent in maintaining a workplace free from discrimination. This includes working to ensure that harassment, on any protected basis, does not occur in our agency. I also take this opportunity to reaffirm that managers and supervisors have a critical role and responsibility to help prevent and eliminate harassment in the workplace. Likewise, I wish to remind all employees of their duty not to engage in harassing conduct and to report any such conduct if it occurs. All allegations of discrimination and harassment will be immediately addressed and appropriate corrective action taken.
5. The EEO Discrimination Complaint Procedures Standard Operating Procedure, POC 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 or 515-252-4539.

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