



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

15 October 2024

MEMORANDUM FOR All Servicemembers of the Iowa National Guard

SUBJECT: FY25 Iowa National Guard Military Equal Opportunity (MEO) Policy

1. References:

a. CNGBM 9601.01, National Guard Discrimination Complaint Process, dated 25 April 2017.

b. NGR 600-21, Equal Opportunity Program in the Army National Guard, dated 22 May 2017.

2. The Iowa National Guard is committed to ensuring every activity and function within this command promotes a positive work environment that is free from discrimination and harassment. Military members will be given full opportunity to develop professionally and personally, free from prejudice, discrimination, sexual and 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 pregnancy, gender, sexual harassment, and sexual orientation), religion, national origin, or retaliation related to prior EO activity.

3. I want to ensure that we have a command climate that encourages every Servicemember to freely identify and report injustices and discrimination or harassment of any form, without the threat of intimidation, 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; therefore, commanders are responsible for sustaining a positive climate within their units. MEO goals must be developed, progress tracked, and plans adjusted accordingly to meet readiness factors. Commanders must ensure annual EO unit training is conducted, 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.

Note: Military members have 180 days from the date of known alleged discrimination or harassment to file a complaint.

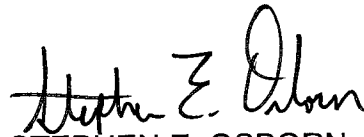
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5. All commanders will ensure the widest possible dissemination of this policy to their personnel and ensure the policy is posted on unit bulletin boards.

6. Detailed MEO program information may be found on SharePoint at <https://armyeitaas.sharepoint-mil.us/sites/NGIA>. Select Special Staff; HRO; Equity & Inclusion; Documents.

7. Questions regarding this MEO Policy should be directed to Ms. Lauren Welton, State Equal Employment Manager (SEEM) / EEO Director at lauren.m.welton.civ@army.mil or 515-252-4539.



STEPHEN E. OSBORN
Major General, Iowa National Guard
The Adjutant General