



REPLY TO
ATTENTION OF

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS - VIRGINIA
5901 BEULAH ROAD
SANDSTON, VIRGINIA 23150

NGVA-ZA

10 November 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy15-026, Equal Employment Opportunity/Equal Opportunity Policy

1. Our nation was founded on the principle that every individual has infinite dignity and worth. As such, the Virginia National Guard must always be guided by this principle.
2. We must strive to show respect in all that we do for each other. We must strive to make military and civilian service a model of equal opportunity for all in accordance with the letter and the spirit of Title VII of the Civil Right Act of 1964, as amended and E.O. Number One, Governor of Virginia.
3. The Virginia National Guard is fully committed to Equal Opportunity and Equal Employment Opportunity in membership and employment through implementation of strong EO and EEO programs. This policy mandates equal opportunity for all persons and prohibits discrimination based upon race, color, religion, sex, national origin, age, or disability (except when prohibited by regulation) in any aspect of our military and civilian policies, practices, operations, and working conditions.
4. Today, the challenges of combat readiness place greater demands on the force than at any time in history. The relationship of equal opportunity combined with the requirement to develop a strong cohesive organization cannot be underestimated. I am proud of the men and women serving in the State of Virginia. Therefore, we will not tolerate discrimination in any form. Commanders and managers will support this policy and ensure their personnel are advised of it.
5. Allegations of violations of this policy should be brought to the attention of the chain of command or supervisory channels. Should anyone feel uncomfortable or fearful about filing a complaint with the chain of command or supervisor there are a number of alternative channels available to include Equal Opportunity Advisors, EO Leaders, EEO Counselors, the Military Equal Opportunity Office or the State Human Resources/Equal Opportunity Offices.
6. Questions regarding this policy may be addressed through the State Equal Employment Manager's office at 804-236-7739.
7. This policy will be permanently displayed on all bulletin boards.

A handwritten signature in black ink, appearing to read "Timothy P. Williams".

TIMOTHY P. WILLIAMS
Major General, VaARNG
The Adjutant General

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