POLICY MEMORANDUM 31 January 2025

NUMBER 25-03

**EQUAL OPPORTUNITY (EO) POLICY**

**FOR THE OKLAHOMA NATIONAL GUARD (OKNG)**

1. References:

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

 b. CNGB DTM 9601.01, Interim Guidance for Processing Title 32 Military Equal Opportunity Sexual Harassment Complaints Under the National Guard Discrimination Complaint Program.

2. Policy:

 a. The OKNG is committed to equal opportunity for all military members including Traditional and Active Guard Reserve (AGR) or applicants for membership in the OKNG. Discrimination is prohibited and will not be practiced or condoned. Military members are afforded equal opportunity in an environment free from harassment and discrimination on the basis race, color, national origin, religion, sex, and reprisal concerning prior engagement in protected discrimination process-related activity.

 b. Commanders will take immediate and appropriate action to address the allegations of discrimination or harassment and correct any unlawful discriminatory practices. Commanders and employees who engage in or permit unlawful discrimination or harassment without taking positive corrective action will be subject to appropriate disciplinary action. National Guard discrimination complaints will be processed IAW CNGBM 9601.01 dated 25 April 2017.

 c. No person may make or threaten to make an unfavorable personnel action, or withhold or threaten to withhold a favorable personnel action, in reprisal against a Service Member for making or preparing a protection communication.

3. EO is critical to mission accomplishment, unit cohesiveness, and military readiness. Commanders are responsible for sustaining a positive EO climate within their units. We must all work together to achieve a human relations culture of fairness and transparency, where military members are evaluated solely on merit, performance, and potential in support of readiness. Military EO goals must be developed, progress tracked, and plans adjusted accordingly to meet readiness factors. Commanders must ensure EO training is conducted, climate surveys and complaints are properly administered, and other EO requirements are met and adhered to. EO

professionals are available to advise and assist individuals, commanders, and supervisors in addressing all military EO matters.

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. This policy supersedes Policy Memorandum 23-26, dated 6 March 2023.

6. More information about the OKNG Equal Opportunity program can be found at public website: <https://ok.ng.mil/Resources/Equal-Opportunity-Office/>. Questions regarding this memorandum may be directed to the State Equal Employment Manager at 572-247-5297 or 405-208-9833.

Enclosures: THOMAS H. MANCINO

EO Process Flow Major General, OKARNG

NGB Form 333 The Adjutant General

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