



## MEMO

TO: Alaska National Guard (AKNG) and Department of Military & Veterans Affairs (DMVA)  
Employees and Members

FROM: BG Leon "Mike" Bridges *LB Bridges*  
Brigadier General, AKARNG  
Acting Commissioner/Adjutant General

DATE: November 1, 2014

SUBJECT: Anti-Discrimination and Anti-Harassment Policy

1. I am committed to providing a work environment free from discrimination and harassment. Our mission success depends upon it. Federal law and policy require it, and the Alaska National Guard (AKNG) members and Department of Military & Veteran Affairs (DMVA) Employees deserve nothing less.
2. We will do this by creating command climates and work environments that promote inclusion, equality and respect. Every member of the workforce should be familiar with AKNG and DMVA Equal Employment Opportunity (EEO) policies and should take proactive measures to prevent all forms of discrimination and harassment. We must eliminate conduct that unreasonably interferes with an individual's work performance or creates an intimidating, offensive, or hostile work environment on the basis of an individual's race, color, religion, sex, sexual orientation, national origin, age, disability, marital status, parental status, political affiliation, engagement in any EEO activity, or any other basis protected by law.
3. Behavior that constitutes harassment should be reported to leaders and managers; leaders and managers must take prompt and appropriate corrective action. Reports and responses should be in accordance with AKNG and DMVA Equal Employment Opportunity Policy. Reports of harassment can also be made to any commander, supervisor, or managers to include the Human Resources Office. Reprisal or threats of reprisal against individuals who report unlawful discrimination or harassment will not be tolerated.
4. Performing our duty to act responsibly and respect our members and employees will create work environments in which every employee of the workforce has as equal opportunity to achieve their full potential, and to contribute to the AKNG and DMVA mission.

5. Any questions or concerns regarding this policy may be directed to the State Equal Employment Manager's office at (907) 428-6466, room E201, Joint Forces Headquarters, Joint Base Elmendorf-Richardson.