



**DEPARTMENTS OF THE ARMY AND AIR FORCE  
JOINT FORCES HEADQUARTERS – ALASKA  
OFFICE OF THE ADJUTANT GENERAL  
PO BOX 5800  
JOINT BASE ELMENDORF-RICHARDSON AK 99505-0800**

NGAK-TAG

06 November 2014

**MEMORANDUM FOR ALL COMMANDERS, DIRECTORS, MANAGERS, SUPERVISORS, AND  
TECHNICIAN EMPLOYEES OF ALL UNITS, ACTIVITY, AND DEPARTMENTS, ALASKA  
NATIONAL GUARD**

**SUBJECT: Equal Employment Opportunity (EEO) Policy**

1. Equal Employment Opportunity principles must govern all aspects of the Alaska National Guard's personnel practices. Therefore, it is the policy of the Alaska National Guard to provide a discrimination-free environment for all Federal Technician employees and applicants for employment.
2. All supervisors, managers, and employees share in the responsibilities to foster a climate of Equal Employment Opportunity. Acts of unlawful discrimination and harassment on the basis of race, color, religion, national origin, sex, age, physical or mental disability, or retaliation based upon participation in an EEO matter, or any other category protected by applicable law will not be tolerated in the Alaska National Guard. Leaders and employees will be held accountable.
3. All supervisors and managers are expected to establish and promote a workplace that permits every employee to reach his or her full potential by continually demonstrating their commitment to EEO. The Alaska National Guard becomes stronger when the workplace strives for a culture of inclusion and respect for the unique contributions each employee makes.
4. In order for every member of the Alaska National Guard to contribute their best efforts toward a joint capable force, all of us need to relentlessly uphold and support the tenets of Equal Employment Opportunity. The daily exercise of mutual respect and professionalism in our interactions empowers each of us and contributes to excellence.
5. Employees are encouraged to report allegations of prohibited discrimination to the State Equal Employment Office or any Equal Employment Opportunity counselor. All allegations of discrimination and harassment will be given prompt attention and treated objectively. Managers, supervisors, and employees are expected to engage in good faith in all constructive efforts to resolve issues or concerns at the earliest stage of the process as possible.
6. 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.

A handwritten signature in black ink, appearing to read "Leon M. Bridges", is positioned above the printed name and title.

**LEON M. BRIDGES**  
Brigadier General, AKARNG  
Acting-The Adjutant General & Commissioner