



**MISSOURI NATIONAL GUARD**  
JOINT FORCE HEADQUARTERS  
IKE SKELTON TRAINING SITE  
2302 MILITIA DRIVE  
JEFFERSON CITY, MISSOURI 65101-1203

MONG POLICY MEMO #14-27

NGMO-HRD-EO

8 September 2014

MEMORANDUM FOR DISTRIBUTION A & D

SUBJECT: Equal Opportunity (EO)

1. References:

a. NGR 600-21, Equal Opportunity Program in the Army National Guard, dated 14 Sep 01.

b. NGR 600-22/ANGI 36-3, National Guard Military Discrimination Complaint System, dated 30 Mar 01.

c. ANGI 36-7, Air National Guard Military Equal Opportunity Program, dated 25 Apr 03.

2. A strong EO Program is critical to organizational and mission success. Every Missouri National Guard (MONG) member/employee will treat other members, employees, and potential members fair and equitably. This policy statement promotes equal opportunity (EO) in recruitment, hiring, promotions, transfers, reassignments, training, benefits, separations, and all policies affecting our personnel.

3. All leaders will ensure EO program implementation and success. An effective programs core element includes education and training, pro-active resolution process, and unwavering leadership commitment. I expect every Soldier and Airman's full support in meeting objectives and working toward a fair and equitable treatment climate.

4. Harassment and discrimination are detriments to productivity, morale, unit cohesion, and readiness. Professionalism is the MONG standard; therefore, undermining human dignity or respect is not tolerable. Missouri National Guard personnel will process complaints in accordance with NGR 600-22/ANGI 36-3. Leaders will give prompt attention, treat objectively, and resolve as expeditiously as possible each discrimination or harassment complaint. It is vital we foster an environment enabling our Soldiers and Airmen to reach their highest potential.

5. This policy supersedes MONG Policy Memo #11-03 dated 24 February 2011 and will remain in effect until superseded.

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6. Point of contact is the State Equal Employment Manager at 573-638-9500, ext 39854.



STEPHEN DANNER  
Major General, MONG  
The Adjutant General