



**DEPARTMENTS OF THE ARMY AND AIR FORCE
JOINT FORCE HEADQUARTERS WISCONSIN
WISCONSIN NATIONAL GUARD
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POST OFFICE BOX 8111
MADISON WISCONSIN 53708-8111**

WING-Z

1 September 2007

MEMORANDUM FOR All Department of Military Affairs Employees and Members of the Wisconsin Army and Air National Guard (Including Federal, State, AGR, Guard Members on Active Duty, Military Advisors, and Job Applicants)

SUBJECT: Equal Employment Opportunity (EEO) Policy– TAG POLICY MEMORANDUM 11

1. The Wisconsin Department of Military Affairs (DMA) and Wisconsin National Guard (WING) are committed to equal employment opportunity (EEO) for all employees and applicants for employment regardless of race, religion, color, gender, national origin, age, or disability. All employees have the right to compete on a fair and level playing field with equal opportunity for competition. All individuals will be assured EEO in all personnel/employment programs, management practices, and discussions including, but not limited to, recruiting/hiring, merit promotion, transfer, reassignment, training and career development, benefits and separation.

2. This agency affirms its commitment to maintaining a work environment that is free of discrimination and harassment based on a person's sex, race, color, age, religion, disability, or national origin. Allegations of discrimination and workplace harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken. Additionally, reprisal/retaliation for engaging in protected activity will not be tolerated. This agency supports the rights of all employees to exercise their rights under the Civil Rights statutes.

3. If you have questions about my policy, or to inquire about the EEO complaint process, please contact one of the following offices:

- ❑ Federal Equal Employment Opportunity Manager – 608-242-3702 or DSN 724-3702
- ❑ DMA State Human Resources Officer – 608-242-3163 or DSN 724-3163
- ❑ Human Relations/EO Officer (Army) - 608-242-3702 or DSN 724-3702
- ❑ Military Equal Opportunity (MEO) (Air) - 608-242-3702 or DSN 724-3702

///Signed\\
DONALD P. DUNBAR
Brig Gen (WI), WI ANG
The Adjutant General