STATE OF OHIO
ADJUTANT GENERAL'S DEPARTMENT
2825 West Dublin Granville Road
Columbus, Ohio 43235-2789

AGOH-HRO-EEO 17 July 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy # 12-007 Statement on Equal Opportunity

1. This policy supersedes all previous Equal Opportunity memoranda.

2. Equal Opportunity in all of our employment programs at all levels of the workforce is a firm commitment of the Adjutant General's Department and the Ohio National Guard. All individuals are entitled to be treated fairly and participate in a work environment free from discriminatory practices. In addition to fair treatment and equal access to employment opportunities, we must build and perpetuate a culture that values the diversity our employees bring to the organization.

3. Discrimination is illegal and will not be tolerated. Commanders and supervisors are responsible for establishing work environments for military members and civilian employees free of discrimination based on race, color, national origin, religion, gender (including sexual harassment), or reprisal for having engaged in a protected equal opportunity activity. Our civilian employees are also protected against discrimination in employment, based on age or disability. All individuals must be informed of their rights and responsibilities annually. Individuals who encounter illegal discrimination must know they can get assistance by addressing the issue to their supervisor or otherwise following our complaint procedures. All complaints will be thoroughly addressed.

4. Whereas, Equal Opportunity programs and practices set the stage for a fair and open workplace. Our goal of diversity and inclusion throughout our workplace can only be achieved by a collective mindset that moves beyond tolerance and accommodation of individual differences to an appreciation of the value these differences bring to us.

5. For assistance with complaints of illegal discrimination, notify your supervisor. For complaint procedures, prevention, or training assistance call our State Equal Employment Offices at (614) 336-4224.

DEBORAH A. ASHENHURST
Major General
The Adjutant General

DISTRIBUTION:
AD