



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF MILITARY & VETERANS AFFAIRS
LANSING

MG GREGORY J. VADNAIS
THE ADJUTANT GENERAL AND DIRECTOR

NGMI-TAG

17 February 2012

MEMORANDUM FOR All Commanders, Directors, Managers, Supervisors, and Technician Employees of all Units, Activities, and Departments, Michigan National Guard

SUBJECT: Equal Employment Opportunity (EEO) Policy

1. It is the policy of the Michigan National Guard to provide a discrimination-free environment for all Technician employees and applicants for employment. Equal Employment Opportunity principles must govern all aspects of the Michigan National Guard's personnel practices.
2. All supervisors, managers, and employees share in the responsibility 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 Michigan National Guard. Leaders and employees are accountable to do what is right.
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 Michigan 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 Michigan 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 allegation(s) of prohibited discrimination to the State Equal Employment Opportunity Office or any Equal Employment Opportunity Counselor listed below. 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.

POINTS OF CONTACT:

State Equal Employment Manager (SEEM)
Jody Young-Woodbury
(517) 481-7725
jody.youngwoodbury@us.army.mil

State Equal Employment Specialist
MSG Oscar Flores
(517) 481-7726
oscar.flores@us.army.mil

Equal Employment Opportunity Counselors

MSG Allen Hight
Selfridge ANGB
(586) 239-4031

MSG Janet Fouts
MATES – Camp Grayling
(989) 344-4216

CW2 Linda Legg-Teeple
Camp Grayling
(989) 344-6171

MSG Dolores Gillham
Flint Armory
(810) 762-2278/2286

TSgt Sherilyn Swisher
110 Airlift Wing
(269) 969-3278

SFC Vincent Williams
Fort Custer
(269) 731-6151

SSgt Linda Treat
Selfridge ANGB
(586) 239-4968

TSgt LaWanda Young
Selfridge ANGB
(586) 239-2686

CPT Trish Barker
RFSC – Lansing
(517) 481-7788

6. This policy supersedes the previous memorandum dated 13 January 2010, same subject.

**THIS POLICY WILL BE POSTED ON UNIT
AND WORKPLACE BULLETIN BOARDS**


GREGORY A. ADN AIS
Major General, MI ARNG
The Adjutant General