



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 Michigan National Guard (MING) and Department of Military & Veteran Affairs (DMVA) Employees and Members

SUBJECT: Equal Opportunity / Affirmative Action Policy

1. Our most valuable asset in accomplishing our mission is the outstanding caliber of people who make up the Michigan National Guard and Department of Military & Veteran Affairs (DMVA). I am committed to equal opportunity and direct all commanders, managers, and supervisors to continue to assist me in achieving and maintaining an environment promoting equality for all employees and Guard personnel.
2. Discrimination and harassment based on an individual's sex, race, color, national origin, religion, or any other category protected by applicable law is unacceptable and will not be tolerated. All DMVA, Army and Air National Guard commanders, managers, and supervisors are responsible for and charged with maintaining a fair and equitable working environment, and providing equal opportunity for all employees, members, and applicants for civilian employment and National Guard membership.
3. Managers, supervisors, employees and members 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. Behavior which demonstrates mutual respect is expected of all employees.
4. Any questions or concerns may be directed to the State Equal Employment Manager at (517) 481-7725 (for Federal Technicians or Military members) or the DMVA Human Resources Director (for State employees).

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

GREGORY J. VADNAIS  
Major General, MI ARNG  
The Adjutant General