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GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF MILITARY & VETERANS AFFAIRS  
LANSING

MG GREGORY J. VADNAIS  
THE ADJUTANT GENERAL AND DIRECTOR

NGMI-TAG

13 January 2011

MEMORANDUM FOR ALL MICHIGAN NATIONAL GUARD EMPLOYEES

SUBJECT: Equal Employment Opportunity Policy

1. The Michigan National Guard is committed to providing an environment where all employees and applicants for employment will be afforded the opportunity for employment and promotion without regard to race, religion, color, gender, national origin, or age.
2. This policy mandates equal opportunity for all persons and prohibits discrimination in all aspects of the Michigan National Guard's personnel policies, practices, operations, and in all working conditions and relationships with employees and applicants for employment.
3. Equal Opportunity is the right of every Guard employee and is an important part of our organizational priorities. Commanders and managers at all levels will be held directly responsible and accountable for the work environment under their control. They will ensure that complaint procedures are visible and current. All complaints brought forward will be given prompt attention and treated objectively.
4. Prevention and solution is the responsibility of all Michigan National Guard Employees. Together we can accomplish the goal of a workforce that reflects the diversity of our state.

  
Gregory J. Vadnais  
Major General, MIARNG  
The Adjutant General

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