



**JOINT FORCE HEADQUARTERS
DISTRICT OF COLUMBIA NATIONAL GUARD
2001 EAST CAPITOL STREET SE
WASHINGTON, DC 20003-1719**

NGDC-CG

12 May 2023

MEMORANDUM FOR ALL District of Columbia National Guard (DCNG) Service members and Civilian Employees

SUBJECT: Equal Opportunity Policy

1. REFERENCES:

- a. Title VII of the Civil Rights Act of 1964, 42 U.S. Code 2000e
- b. Army Regulation (AR) 600-20, Army Command Policy, July 24, 2020
- c. Air Force Instruction (AFI) 36-2706, Equal Opportunity Program Military and Civilian, 9 September 2020
- d. Chief National Guard Bureau Instruction (CNGBI) 9601.01, National Guard Discrimination Complaint Program, 27 September 2015

1. The District of Columbia National Guard (DCNG) is committed to the principals of Equal Opportunity and Equal Employment Opportunity (EEO) and to making employment decisions based on merit and value. We are committed to complying with all laws related to terms and conditions of employment. We desire to maintain a work environment which is free of harassment or discrimination based on sex (including gender identity), race, religion, color, national origin, physical or mental disability, marital status, age, or any other status protected by federal or local laws. Additionally, the DCNG will make every reasonable effort to accommodate those physical or mental limitations of an otherwise qualified employee, unless undue hardship would result for the Agency. Equal opportunity must be implemented as an integral part of all employment and personnel management decisions.

2. Our national security and prosperity depend upon the ability to recruit, develop, and employ the talents of a diverse population. Equal opportunity is not just the right thing to do, it is mission essential and is an economic necessity. We cannot afford to have employees who are unable to perform their duties due to the impact of discrimination. As the Commanding General, I have the fundamental responsibility to ensure that every member of the DCNG is given the opportunity to do their job absent the disabling effects of discrimination or harassment. Just as the Agency bears a responsibility towards this policy, each employee must clearly communicate their disinterest in, or offense taken to, any perceived discrimination or harassment.

3. Discrimination or harassment by anyone affiliated with the DCNG will not be tolerated. For purposes of resolution, commanders and supervisors will promptly and

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thoroughly investigate any instance(s) of discrimination. I expect that all commanders and supervisors will embody this concept in all their activities.

4. This supersedes all previous memorandums regarding sexual harassment. This memorandum will be posted on all unit/organizational bulletin boards.

5. Point of contact for this policy is 1LT Sherika A. Jenkins, State Equal Employment Manager at (202) 685-9768/(202) 631-6105 or Sherika.a.jenkins.mil@army.mil.



SHERRIE L. MCCANDLESS, Major General, USAF
Commanding General