



**DEPARTMENT OF DEFENSE, VETERANS AND EMERGENCY MANAGEMENT
JOINT FORCE HEADQUARTERS, MAINE NATIONAL GUARD
33 STATE HOUSE STATION
AUGUSTA, ME 04333-0033**

NGME-Z (600-20a2)

11 September 2021
Tag 21-09

MEMORANDUM FOR All Maine National Guard Soldiers

SUBJECT: MEARNG Policy on Equal Opportunity

1. References:

- a. National Guard regulation 600-21, Equal Opportunity Program in the Army National Guard, DTD: 22 May 2017
- b. Air National Guard Instruction 36-7, Air National Guard Military Equal Opportunity Program, DTD 25 April 2003
- c. Chief National Guard Bureau Instruction 9601.01, National Guard Discrimination Complaint Program, DTD:27 September 2015
- d. TC 26-6, Commanders Equal Opportunity Hand Book, DTD: June 2008
- e. Maine National Guard Alternative Dispute Resolution Policy

2. Title VII of the Civil Rights Act of 1964, with amendment, outlaws discrimination based on race, color, religion, sex (to include pregnancy, gender identity, and sexual orientation), or national origin.

3. The MENG does not condone or tolerate unlawful discrimination or sexual harassment of any kind. No service member or civilian employee may unlawfully discriminate against, harass, intimidate, or threaten another person based on the protected categories listed above.

4. Leadership will:

- a. Identify unlawful discriminatory practices affecting personnel, act promptly to initiate corrective action, and provide follow-up and feedback throughout problem resolution.
- b. Take appropriate action to prevent incidents of intimidation, harassment, or reprisal against individuals who file an EO complaint.
- c. Ensure personnel are fully aware of procedures for obtaining redress of complaints, including those against members of the chain of command. Procedures will be in writing and prominently displayed.

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d. MENG members will have a performance standard evaluating their adherence to, role in the prevention of unlawful discrimination and harassment. MENG members who do not address issues they see, or contribute to issues cannot be rated as successful in this category for a rating period.

5. A work environment that appreciates individual differences and contributions greatly improves mission readiness. Members of the MENG deserve to be evaluated on merit and given an equal chance in all competitive circumstances. The success of our EO program depends upon every member of our organization.

6. Point of contact is the Military Equal Opportunity (MEO) professional, Mr. Daniel Dubay at (207) 430-6149 or daniel.s.dubay.mil@mail.mil.

A handwritten signature in dark ink, appearing to read "Douglas A. Farnham", with a stylized flourish at the end.

DOUGLAS A. FARNHAM
Maj Gen, MENG
The Adjutant General