



DEPARTMENT OF THE ARMY AND AIR FORCE
JOINT FORCE HEADQUARTERS, MISSISSIPPI NATIONAL GUARD
THE ADJUTANT GENERAL'S OFFICE
POST OFFICE BOX 5027
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1 October 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy 16-10 – Human Relations/Equal Opportunity (HR/EO) Policy –
Military

1. This policy supersedes Policy 15-02, subject as above, dated 22 March 2015, and remains in effect until 1 October 2017 unless superseded by change.
2. The policy of the Department of Defense, the Departments of the Army and the Air Force and National Guard Bureau is to provide equal opportunity for Soldiers, their families, civilians and applicants for employment or military membership. I am committed to this policy to ensure equal opportunity and treatment for all persons in the Mississippi National Guard and applicants for membership based solely on their individual talents, qualifications, merit, and fitness regardless of race, color, religion, gender, national origin or sexual orientation. Commanders at all levels will be totally committed to eliminating any forms of discrimination, to include sexual harassment, within their command.
3. Commanders hold primary and ultimate responsibility for ensuring Equal Opportunity principles are implemented and practiced within their organizations. Military EO goals must be developed, progress tracked, and plans adjusted accordingly to meet readiness factors. Commanders must ensure EO training is conducted, climate surveys and complaints are properly administered, and other EO requirements are met and adhered to. Allegations of discrimination and harassment will be immediately addressed and appropriate corrective action taken. EO professionals are available to advise and assist individuals, commanders, and supervisors in addressing all military EO matters.
4. We will continue to work together to foster a climate of equal opportunity with fair and impartial treatment as an integral part of mission accomplishment.

A handwritten signature in black ink, appearing to read "J. Boyles".

JANSON D. BOYLES
Major General, MSNG
The Adjutant General of Mississippi

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