



State of New Jersey
DEPARTMENT OF MILITARY AND VETERANS AFFAIRS
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CHRIS CHRISTIE
Governor
Commander-in-Chief

☆
MICHAEL L. CUNNIFF
Brigadier General
The Adjutant General

TAG POLICY LETTER 12-6*

15 MAY 2012

JOKES IN THE WORKPLACE

1. In our day-to-day working relationships, we must strive to ensure that each and every person is treated with dignity, courtesy and respect. Any racial, religious, sexual or ethnic jokes, stories or comments in the work environment, are damaging to individuals and to the overall accomplishment of the mission and, therefore, will not be tolerated.
2. The telling of these jokes, stories and/or comments, are usually not directed at specific individuals. However, these individuals are nevertheless offended because of the negative reflection of their race, religious beliefs, gender or ethnic origins. They may also be offended for other reasons that might not appear obvious on the surface. Jokes can be offensive even when meant in good faith. A perception of discrimination may occur if supervisors and managers tolerate this type of behavior in the work environment.
3. I will not tolerate even the perception of discrimination in the Department of Military and Veterans Affairs and in the New Jersey National Guard.

(HRD/J1)

A handwritten signature in black ink that reads "Michael L. Cuniff".

MICHAEL L. CUNIFF
Brigadier General, NJANG
The Adjutant General

Distribution: A, B, C, D, E, F

*** - *Supersedes TAG Policy Letter 95-12, dated 15 July 1995.***