



State of New Jersey
DEPARTMENT OF MILITARY AND VETERANS AFFAIRS
POST OFFICE BOX 340
TRENTON, NJ 08625-0340

PHILIP D. MURPHY
Governor
Commander-in-Chief

SHEILA OLIVER
Lieutenant Governor

★
LISA J. HOU, D.O.
Brigadier General
The Adjutant General

TAG POLICY LETTER 22-03

20 July 2022

EQUAL OPPORTUNITY POLICY

This TAG Policy Letter is applicable to New Jersey National Guard military personnel, Active Guard/Reserve (AGR), Active Duty Operational Support, and Traditional Drilling Guardsmen who work for the New Jersey National Guard.

1. Equal Opportunity (EO) is based on the philosophy of fairness, justice and equality. All individuals are entitled to be treated fairly, equally and afforded the opportunity to participate in a work environment free from discriminatory practices. Equitable treatment and equal access to employment, training, and duty assignment opportunities is the standard. We must build and perpetuate a culture that values and leverages the diversity that our employees bring to this organization. EO is essential to mission accomplishment, unit cohesiveness, and military readiness and it ensures that fair treatment is based solely upon merit, fitness, capability, and potential. We are governed by DoD Directive 1020.02E, ANGI 36-7 (Air), NGR 600-21 (Army), and CNGB 9601.1, which contains the requirements of the National Guard Equal Opportunity program.
2. The EO program formulates, directs, and sustains a comprehensive effort to maximize human potential to ensure fair treatment without regard to race, color, gender, religion, national origin, sexual orientation, or gender identity, and reprisal for those who have engaged in a protected EO activity. Such discriminatory behaviors and practices undermine teamwork, loyalty, and the shared sacrifices of the men and women of the New Jersey National Guard.
3. Service members who believe to have been subjected to discrimination have a right to have their allegations heard initially as an informal complaint and addressed at the lowest level of the supervisory chain. If not resolved, the service member may file a formal complaint of discrimination. Complaints must be presented within 180 days of alleged discrimination or the date the individual became aware or reasonably should have become aware of the discriminatory event or action. Complainants are protected from acts or threats of retaliation. A prompt inquiry of complaints is critical.
4. Commanders and supervisors will ensure this policy is effectively communicated to all personnel under their supervision. Commanders will conduct required annual assessment and training in accordance with regulatory guidelines.

****This document supersedes TAG Policy Letter 19-5 dated 1 July 2019***

5. **Service members who believe they have been subjected to discrimination should report the matter directly to their chain of command, to their Equal Opportunity Advisor (Army) or Equal Opportunity Professional (Air) and to the State Equal Employment Manager (SEEM).**

6, The Office of Primary Responsibility (OPR) for this Policy is the SEEM. The contact information is as follows:

New Jersey National Guard
JFHQ-NJNG
Office of Equality, Diversity and Inclusion
EO/EEO
Room 212 B
3650 Saylor's Pond Road
JB-MDL, NJ 08640
(609) 562-0856

7. Advice and assistance in all matters concerning the EO program, including training resources, is provided by the SEEM. All commanders and supervisors will ensure the widest possible dissemination of this policy to their personnel and ensure that this policy is posted on all unit/facility bulletin boards.



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Brigadier General, NJARNG
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