DEPARTMENTS OF THE ARMY AND AIR FORCE
Illinois Army and Air National Guard
1301 North MacArthur Boulevard, Springfield, Illinois
62702-2399

DMAIL Policy/Procedure Memo 2003-05
(ILNG)

1 July 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy on Equal Opportunity (Military and Technician)

1. One of our most valuable assets in accomplishing our mission is the outstanding caliber of people who make up the Illinois National Guard. All of us must ensure Equal Opportunity within our units. All commanders, managers, and supervisors must strive to achieve and maintain an environment promoting equality for all employees and Guard personnel.

2. Discrimination based on race, color, religion, gender, national origin, and age (Technician only), is strictly prohibited. All Army and Air National Guard commanders, managers, and supervisors are responsible for and charged with reducing any existing underrepresentation of minorities and women. This will be accomplished primarily by providing equal opportunity for all employees, Guard members, and applicants for employment and membership.

3. Any questions or concerns may be directed to the State Equal Employment Manager at (217) 761-3518 or DSN: 555-3518.

4. This policy statement will be posted on all unit bulletin boards.

5. This policy supersedes DMAIL-HRO-EE memorandum, SUBJECT: Policy on Equal Opportunity (Military and Technician), dated 18 September 1999

RANDAL E. THOMAS
Brigadier General, ILARNG
The Adjutant General

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