



STATE OF GEORGIA
GEORGIA DEPARTMENT OF DEFENSE
POST OFFICE BOX 1970
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WILLIAM T. NESBITT
MAJOR GENERAL, GA ARNG
THE ADJUTANT GENERAL

TAG-GA

22 January 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: GA DoD Equal Employment Opportunity/Equal Opportunity Policy

1. Our Nation was founded on the principle that every individual has infinite dignity and value. The Department of Defense (DOD) must always be guided by this principle. We must show respect in all that we do for our servicewomen, servicemen, and civilian employees, and recognize their individual needs, aspirations, and capabilities.
2. We must strive to make military and civilian service in the DOD a model of equal opportunity for all in accordance with the letter and the spirit of Title VII of the Civil Rights Act of 1964 as amended. We must also hold those who do business with the DOD to full compliance with the policies governing equal opportunity.
3. All GA DOD members and applicants will be treated equally and considered without regard to race, color, religion, national origin, or gender. This includes but is not limited to equal treatment in recruitment, hiring, promotions, awards, and disciplinary actions. All members, supervisory and non-supervisory alike, must share in this responsibility.
4. I am fully committed to the advancement of all personnel serving in the State of Georgia. I will not tolerate discrimination in any form.
5. Members who feel they have been victims of discriminatory actions are encouraged to immediately bring the matter to their supervisor and if so desired, to file a complaint with their supervisor, an EEO counselor, the Social Actions or Human Resources/Equal Opportunity Offices, or State Personnel Office.
6. I expect all EO/EEO complaints to be expeditiously, fairly, and thoroughly addressed. Any military or civilian member of the GA DOD found to have discriminated against another member will be subject to disciplinary action, up to and including dismissal.
7. Questions regarding this policy may be addressed through the State Equal Employment Office at DSN 338-6430 or CML (678) 569-6430, or the State Personnel Office at (678) 569-6045.

A handwritten signature in black ink, appearing to read 'W. Nesbitt', is written over the typed name.

WILLIAM T. NESBITT
Major General, GA ARNG
The Adjutant General

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