



# State Equal Employment Manager Newsletter

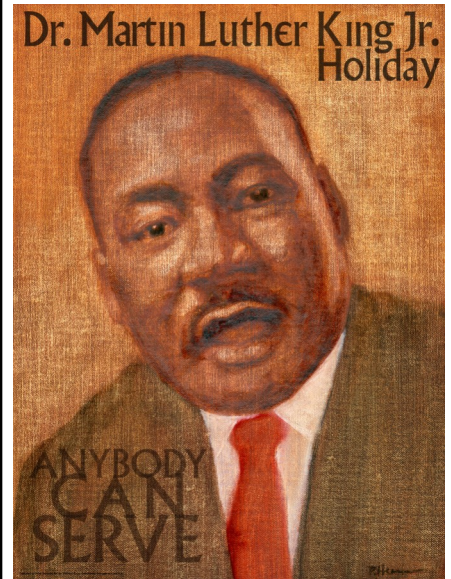
## Fast Facts: Dr. Martin Luther King Jr.

By Amaela Wiley

1. King was born Michael King Jr., Jan. 15, 1929, in Atlanta, Ga. Five years later, King's father changed both their names to Martin Luther, after the Reformation leader.
2. King skipped the ninth and 12th grades and entered Morehouse College at age 15.
3. When King received the Nobel Peace Prize in 1964, he was the youngest man ever to receive the honor. At 35, King was also only the second American and the third black man to receive the award. Ralph Bunche was the first (1950), and Albert Luthuli (1960) was the second.
4. King had originally planned to become a doctor. Instead, he majored in sociology, graduated from Morehouse College with a B.A., then entered Crozer Theological Seminary. Both King's father and maternal grandfather were ministers. King was ordained a Baptist minister in 1948.
5. King went by the nickname M.L.
6. King was successful in getting the Civil Rights Act of 1964 and the Voting Rights Act of 1965 passed in Congress. These rights were pivotal in reversing discrimination perpetrated through Jim Crow laws and grandfather clauses. The Civil Rights Act prohibited discrimination in public places, called for the integration of public schools and public facilities and made discrimination in employment practices illegal. The Voting Rights Act outlawed literacy tests and poll taxes that had prevented African Americans from having a voice in the voting process.
7. King authored six books. The titles include 'Stride Toward Freedom,' a story of the Montgomery Bus Boycott; 'The Measure of a Man' and 'Strength to Love,' selected sermons; 'Why We Can't Wait,' the story of the Birmingham campaign; 'Where Do We Go From Here: Chaos or Community?' and reflections on the nuclear arms race and other contemporary world issues.
8. King and his wife Coretta Scott had four children. From oldest to youngest, they are: Yolanda Denise, Martin Luther III, Dexter Scott and Bernice Albertine.
9. King was assassinated April 4, 1968. James Earl Ray was convicted of the killing and sentenced to 99 years in jail. Ray, an escaped convict, pleaded guilty to the crime in March 1969. He died in 1998.
10. Coretta Scott King passed away Jan. 30, 2006. Mrs. King championed her husband's causes and was an important and influential leader in her own right. Her body lay in the rotunda of the Georgia Capitol, becoming the first woman and the first African American to receive that honor. George W. Bush and three former Presidents attended her funeral, praising her lifetime of dedication to the civil rights movement.

Volume 2, Issue 1

Published by: Georgia National Guard  
State Equal Employment Manager Office



## Upcoming Events

### 2011 Martin Luther King's Jr. Birthday Luncheon

Wednesday January 12, 2011\*  
From 1130-1300 At the Commons, Fort McPherson

### Happy Birthday Dr. King Program

Saturday January 15, 2011  
From 0900-1300 At the King Center (Freedom Hall), Atlanta

### Book Signing with the King Family

Sunday January 16, 2011  
From 1500-1700 At the King Center (Auditorium), Atlanta

## Dates

January 15 –Martin Luther King's Jr. Birthday  
January 17 –Martin Luther King Day

\*TBD-due to weather

## Links

[www.blackvoices.com/](http://www.blackvoices.com/)  
[www.mlkonline.net/](http://www.mlkonline.net/)  
[www.thekingcenter.org/](http://www.thekingcenter.org/)

JANUARY 2011

PUBLISHED BY: STATE EQUAL EMPLOYMENT  
MANAGER OFFICE  
5019 GEORGIA HIGHWAY 42  
ELLENWOOD, GA. 30294-3438  
(678) 569-5728/FAX 5765  
william.pinkney@ga.ngb.army.mil  
[http://www.gahro.com/ga\\_hro\\_seem.htm](http://www.gahro.com/ga_hro_seem.htm)

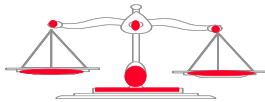
### MESSAGE FROM THE SEEM

For information about confidentiality and the Employee Assistance Program please visit the GA Army and Air National Guard website ([http://www.gahro.com/ga\\_hro\\_seem.htm](http://www.gahro.com/ga_hro_seem.htm)) or call the below listed numbers.

The SEEM Office can assist you with HRE/Diversity/EO and EEO training.

### Eight Important Steps to Filing a Complaint of Discrimination

1. **Contact Your EEO Counselor**  
You have 45 days from the time an incident occurs to contact an EEO Counselor or the State Equal Employment Manager.
2. **Informal Process**  
The counselor has 30 days to seek resolutions, or if ADR is used it allows 90 days for resolution.
3. **File a Formal Complaint**  
You have 15 days at the end of the informal process to decide whether you wish to file formal. Your EEO counselor will assist you with preparing NGB Form 713-5.
4. **Your complaint will be investigated.**  
NGB will conduct fact-finding or send an investigator. You will receive a report within 180 days.
5. **Request Decision or Hearing**  
After the Report of Investigation, you must decide on decision from NGB or a hearing by an EEOC Administrative Judge.
6. **Hearing and Final Decision**  
You will receive a decision within 180 days by an AJ or 40 days by NGB from the time of receipt of the AJ's decision.
7. **Appeal to EEOC**  
You may appeal the Agency's dismissal, decision, or final action within 30 days of receipt directly to EEOC.
8. **File a Civil Action**  
You may file a civil action in the appropriate US district court: within 90 days 1) of receipt of the final action if no appeal is filed 2) of receipt of EEOC's final decision on appeal OR 3) 180 days from the date of filing an appeal with EEOC if there has been no final decision by the Commission.



**Quote:** "I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character." -Martin Luther King, Jr.

## Special Emphasis Programs

Upcoming Observances	Dates
African American/Black History Month	1-28 February
Women's History Month	1-31 March
Holocaust Remembrance Day	11 April
Days of Remembrance	11-18 April
Asian Pacific Heritage Month	1-31 May
Women's Equality Day	26 August
Hispanic Heritage Month	15 September-15 October
National Disability Awareness Month	1-31 October
National American Indian Heritage Month	1-31 November
Martin Luther King's Birthday	17 January

## EO/EEO Training Links

### DEOMI

<http://www.deomi.org/Education&Training/CourseInfoIndex.cfm>

### Graduate School

[http://graduateschool.edu/index.php?option=com\\_content&task=view&id=232&Itemid=292](http://graduateschool.edu/index.php?option=com_content&task=view&id=232&Itemid=292)

### ADLS

<https://golearn.csd.disa.mil/kc/login/login.asp#>

## GA NG JFHQ-J1/HRO-SEEM OFFICE



**State Equal Employment  
Manager**  
CMSgt William Pinkney  
678-569-5728

**EEO/ Diversity Specialist**  
SSgt Jose Madera  
678-569-5016