



NATIONAL GUARD BUREAU

1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

JUN 27 2023

National Guard Bureau Equal Opportunity, Diversity, and Inclusion Statement

The National Guard Bureau is committed to providing a work environment that exemplifies dignity, respect, and inclusion. Our employees will have the freedom to compete on a fair and level playing field. We must embrace the principles of Equal Employment Opportunity (EEO), diversity, equity, inclusion, and accessibility as we recruit, develop, and retain a high-performing workforce that truly reflects the face of our Nation as a whole.

We must ensure that no applicant for employment or employee of the National Guard Bureau is denied equal opportunity based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (family medical history), political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and access to career development programs.

We must work diligently to maintain a workplace free from harassment and discrimination. Employees and applicants for employment have the right to report incidents of harassment or discrimination without fear of retaliation. Retaliation against those who initiate discrimination complaints, serve as witnesses, or participate in protected communication, is strictly prohibited.

Leaders, managers, and supervisors are responsible for creating an inclusive work environment and will promptly respond to all allegation of harassment before it becomes severe or pervasive. Any employee or applicant for employment who believes he or she has been subject to, or has knowledge of, discriminatory or harassing behavior should initiate an EEO complaint within 45 days of the event by contacting a supervisor, Human Resources Office, or the NGB Diversity, Equity, and Inclusion Office.

We all play an integral role and must remain vigilant in our efforts to eradicate discrimination in the workplace. In doing so, we reaffirm our agency's commitment to our organization's greatest strength and most valuable resource: our people. Always Ready, Always There!

A handwritten signature in blue ink, reading "Daniel R. Hokanson", is positioned above the printed name and title.

Daniel R. Hokanson
General, U.S. Army
Chief, National Guard Bureau