



DEPARTMENT OF THE ARMY AND AIR FORCE  
JOINT FORCE HEADQUARTERS, MISSISSIPPI NATIONAL GUARD  
THE ADJUTANT GENERAL'S OFFICE  
POST OFFICE BOX 5027  
JACKSON MS 39296-5027

NGMS-HRO-EEM

1 October 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy 16-11 – Equal Employment Opportunity (EEO) Policy – Federal Technicians

1. This policy supersedes Policy 15-03, subject as above, dated 22 March 2015, and remains in effect until 1 October 2017 unless superseded by change.
2. Employment discrimination is strictly prohibited. It is the policy of the Mississippi National Guard to provide a discrimination-free environment for all technician employees, applicants for employment and former employees as appropriate. The Mississippi National Guard is committed to ensuring equal employment opportunity for all federal technicians and applicants for employment regardless of race, color, national origin, gender, religion, age, handicap or sexual orientation. Our policy is to provide equal opportunity for all personnel in the areas of recruitment, hiring, promotions, transfers, reassignments, training, benefits and separations.
3. All supervisors, managers, EEO officials and personnel are to play an active role in ensuring the success of this policy. In order to demonstrate my personal commitment, I am including equal employment opportunity as a critical element in managerial performance appraisals. This requires managers to meet their responsibilities in support of this policy.
4. I am personally committed to the Equal Employment Opportunity Program and encourage each employee to dedicate themselves to the full success of this program.

A handwritten signature in black ink, appearing to read "J. Boyles".

JANSON D. BOYLES  
Major General, MSNG  
The Adjutant General of Mississippi

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