



MILITARY DEPARTMENT
OFFICE OF THE ADJUTANT GENERAL
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Sacramento, California 95826-9101


NGCA-TAG

18 November 2015

MEMORANDUM FOR Servicemembers, California Military Department

SUBJECT: Policy Memorandum 2015-04, Equal Opportunity

1. I pledge my support and commitment to the Military's Equal Opportunity (EO) Program and am fully committed to ensuring every activity and function within this command promotes a positive work environment free of discrimination. I guarantee a command climate which treats all Soldiers, Airmen, and family members on the basis of capability and merit, without regard to race, color, national origin, religion, sex, or sexual orientation.
2. I ensure a command climate that encourages every Servicemember to freely identify and report injustices and discrimination of any form, without the threat of intimidation or reprisal. I expect Soldiers, Airmen, civilians, and leaders to take swift, positive steps to help eradicate bias behaviors and discriminatory practices.
3. I direct the chain of command and every leader to make this policy a working document. It is only with full command support that EO can become a reality. Violation of this policy will not be tolerated.
4. I encourage all Servicemembers and family members to use the command's EO complaint process and report all violations to their chain of command. Alternate channels, which includes my EO staff, are available should anyone feel uncomfortable or fearful about filing a complaint with his or her chain of command. If anyone feels that his or her issue is not receiving command attention, my door is always open.
5. This policy letter will be used during the command's new Soldier/Airmen orientation program. Commanders will support, disseminate, and post this policy prominently.
6. For further information on equal opportunity or sexual harassment complaint procedures, contact the Equal Employment Opportunity Office at (916) 854-3417/4451.


David S. Baldwin
Major General
The Adjutant General