



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
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NGB-EO

18 August 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Mobilization Issues

1 References.

a. National Guard Bureau Regulation (NGR) 600-21, Equal Opportunity Program in the Army National Guard, 14 Sep 01,
<http://www.ngbpdcc.ngb.army.mil/pubfiles/600/60021.pdf>.

b. AR 600-20, Command Leadership, 13 May 02,
http://www.usapa.army.mil/pdffiles/r600_20.pdf.

c. AR 27-10, Military Justice, 6 Sep 02,
http://www.usapa.army.mil/pdffiles/r27_10.pdf.

2. Leaders must inform mobilized Army National Guard (ARNG) soldiers that regulations governing equal opportunity requirements are different for soldiers serving on Title 10 than those in traditional National Guard status. Leaders of mobilized soldiers should immediately contact the Active Component (AC) Army Equal Opportunity Advisor (EOA) for their parent unit to (1) ensure regulatory compliance, (2) enhance unit cohesion and readiness, and (3) begin a mutually beneficial liaison.

3. National Guard Regulation 600-21, does not apply to National Guard soldiers mobilized on active duty tours or deployments. IAW NGR 600-21, Applicability paragraph b(1) states, "This regulation does not apply to ARNG personnel.... When performing active duty (Title 10) for 30 days or more. These soldiers are governed by AR 600-20." The AR 600-20 has different training requirements and significantly different procedures for processing equal opportunity complaints.

4. Leaders must ensure that orders mobilizing individual soldiers and units to active duty under Title 10 clearly state the Uniform Code of Military Justice (UCMJ) chain of command. The UCMJ chain will indicate the active component EOA who can assist the unit on equal opportunity issues. For soldiers activated in the continental United States, AR 27-10 Appendix E designates the geographical areas of responsibility for each active component installation.

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5. Soldiers should always first approach their chain of command to resolve any potential equal opportunity issues. Equal opportunity complaints should be handled at the lowest level in the chain of command that has the ability to satisfactorily resolve the situation without any bias.
6. If an equal opportunity issue or complaint arises involving mobilized soldiers, all leaders should make every effort to resolve the issue as soon as possible, especially while all personnel involved are still on active duty. Soldiers may initiate an equal opportunity complaint after they are demobilized. The National Guard EOA will contact the State Equal Employment Manager (SEEM) if the complaint is against a soldier outside their unit and 1) the complaint was not initiated while the soldier was on active duty or 2) the complaint was unresolved while on active duty. The SEEM will contact the National Guard Bureau Equal Opportunity Office to coordinate with HQDA G1 to determine the appropriate authority to handle the complaint.
7. This memorandum expires one year from date of publication unless sooner rescinded or superseded.
8. Electronic copies of this and other ARNG EO memorandums are available at <http://www.ngb.army.mil/staff/eo/arng/memos.shtml>.
9. Point of contact for this memorandum is SGM Judith P. Ackerman, DSN 327-0783 or (703) 607-0783 Judith.Ackerman@ngb.ang.af.mil or LTC Melodie A. Esposito, DSN 327-0778 or (703) 607-0778 Melodie.Esposito@ngb.ang.af.mil.



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