



## Texas Military Department

# DIRECTIVE

**Number 1350.01**  
**8 November 2017**

NGTX-RMP

SUBJECT: Texas Military Department (TMD) Equal Opportunity (EO) and Equal Employment Opportunity (EEO)

Reference: See enclosure

1. PURPOSE. To provide equal opportunity (EO) and fair treatment for all TMD employees without regard to race, color, national origin, religion, gender (including sexual harassment, pregnancy, child birth, a medical condition related to pregnancy/childbirth, and payment of wages) and to provide an environment of dignity and respect. This policy replaces JFTX P15-06, Texas Military EO and Equal Employment Opportunity (EEO) Policy dated 20 April 2015.
2. APPLICABILITY AND SCOPE. This issuance applies to all TMD personnel.
3. POLICY.
  - a. TMD is committed to EO/EEO for all employees. Discrimination is prohibited and will not be tolerated. All employees are afforded equal opportunity in an environment free from harassment and discrimination on the basis of race, color, national origin, religion, gender (including sexual harassment, pregnancy, child birth, a medical condition related to pregnancy/childbirth, and payment of wages). EO is critical to mission accomplishment, unit/office cohesiveness, and overall readiness of the department. We must all work together to achieve a human relations culture of fairness and transparency, where employees are evaluated only on individual merit, capability, and performance.
  - b. Commanders and supervisors are responsible for ensuring EO principles are implemented and practiced and establishing work environments that are free of discrimination. Commanders and supervisors must ensure all EO/EEO complaints are expeditiously, fairly, and thoroughly addressed. Civilian employees are additionally protected against discrimination based on age and disability. Reasonable accommodations (RA) will be afforded to all employees/applicants who meet RA criteria.
  - c. In addition to fair treatment and equal access to employment opportunities, TMD must build and perpetuate a culture that values diversity. It is TMD's goal to put people

first by maintaining a diverse and engaged force sustained through effective retention and recruiting. This goal can be achieved through our collective efforts to move beyond mere tolerance and accommodation of individual differences to an honest appreciation of their value to the organization.

d. Violation of published policy may result in corrective and administrative actions, disciplinary action under the Texas Code of Military Justice (TCMJ) or termination of employment.

e. Point of contact for assistance or guidance regarding an act of discrimination, training, or complaint procedures for all TMD employees is TMD Office of Equal Opportunity/Equal Employment Opportunity at (512) 782-5118.

4. DEFINITIONS. NA

5. RESPONSIBILITIES. Guidelines to file EO/EEO complaints of discrimination are posted on the TMD public website at <https://tmd.texas.gov/equal-employment-opportunity>. Additionally, this directive must be posted to all unit/activity bulletin boards and available for all TMD employees.

6. INFORMATION REQUIREMENTS. NA

7. RELEASABILITY. Unlimited.

8. EFFECTIVE DATE. This directive is effective immediately and will expire two years from the date of publication unless sooner rescinded or superseded.

9. POINT OF CONTACT. Office of Equal Opportunity/Equal Employment Opportunity at (512) 782-5118.

  
JOHN F. NICHOLS  
Major General, TXANG  
Adjutant General

DISTRIBUTION:

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CW4, AG  
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**Enclosure 1**  
**References:**

AR 600-20, Army Command Policy, dated 06 November 2014

AFI 36-2706, Equal Opportunity Program Military and Civilian, dated 09 February 2017

CNGBI 9601.01, National Guard Discrimination Complaint Program, dated 27 September 2015

CNGBM 9601.01, National Guard Discrimination Complaint Process, dated 25 April 2017

NGR 600-2, Equal Opportunity Program in the Army National Guard, dated 14 September 2001

29 Code of Federal Regulation 1614, dated 01 January 2013

DoD 1440.1, The Civilian Equal Employment Opportunity Program, dated

Title VII of the Civil Rights Act of 1964, as amended

The Equal Pay Act of 1963

The Age of Discrimination Act of 1967, as amended (ADEA)

Title I and Title V of the Americans with Disabilities Act of 1990, as amended (ADA)

The Genetic Information Nondiscrimination Act of 2008 (GINA)

Section 504 of the Rehabilitation Act of 1973

Texas Labor Code, Chapters 21 and 22

Title 40, Part 20, Chapter 819, Texas Administrative Code

Immigration Reform and Control Act of 1986

Older Workers Benefit Protection Act of 1990

State Employee Policies and Procedures Handbook