NGTX-JHE

MEMORANDUM FOR All Texas Military Department (TMD) Personnel

SUBJECT: (TMD P16-05) Special Emphasis Program (SEP) and Annual Observances

1. References.
   
   
   
   
d. Government Code, Title 6, Chapter 662, Holidays and recognition days, weeks, and months, November 2013.

2. Applicability. This policy applies to all TMD personnel.

3. Purpose. The goal of the Special Emphasis Program, in accordance with both state and federal law, is to eliminate discriminatory practices, ensure the target groups are appropriately represented throughout the workforce, and sponsor annual observances designed to enhance diversity awareness.

4. Policy.
   
a. Annual SEP observances include:
      
      (1) Martin Lurther King, Jr. Day (Third Monday in January)
      
      (2) African American/Black History Month (1-28 February)
      
      (3) Women’s History Month (1-31 March)
      
      (4) Days of Remembrance/Holocaust Remembrance (April-May, Sunday to Sunday)
      
      (5) Asian/Pacific Islander Heritage Month (1-31 May)
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(6) National Hispanic Heritage Month (15 September-15 October)

(7) National Disability Employment Awareness Month (1-31 October)

(8) National American Indian Heritage Month (1-30 November)

c. The Equal Opportunity (EO) office is available to assist units in developing local programs and identifying resources in support of SEP observances.

5. This memorandum will expire 2 years from the date of publication unless sooner rescinded or superseded.

6. Point of contact is the EO Office at (512) 782-5118 or DSN 954-5118.

JOHN F. NICHOLS
Major General, TXANG
Adjutant General

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