



TEXAS MILITARY DEPARTMENT
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MAY 17 2016

NGTX-JHE

MEMORANDUM FOR All Texas Military Department (TMD) Personnel

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

1. References.

- a. DoDD 1440.1, dated 21 May 1987, Incorporating Change 3, 17 April 1992.
- b. DoDD 1350.2, dated 18 August 1995, Incorporating Change 2, 8 June 2015.
- c. NGR 600-21, dated 14 September 2001.
- 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 Luther 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)

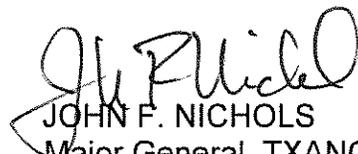
(7) National Disability Employment Awareness Month (1-31 October)

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 This memorandum will expire 2 years from the date of publication unless sooner rescinded or superseded.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