



TEXAS MILITARY FORCES  
JOINT FORCE HEADQUARTERS  
TEXAS MILITARY DEPARTMENT  
POST OFFICE BOX 5218  
AUSTIN, TEXAS 78763-5218  
512-782-5001

NGTX-JHE

20 April 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: (JFTX P15-06) Texas Military Equal Opportunity (EO) and Equal Employment Opportunity (EEO) Policy

1. References. See enclosure 1.
2. Applicability. This policy applies to all Texas Military personnel in all components or departments.
3. Purpose. This memorandum establishes policy to avoid unlawful employment practices in each and every program, operation, component and department of the Texas Military organization. This policy replaces JFTX P13-05, Texas Military Forces (TXMF) Equal Opportunity (EO) and Equal Employment Opportunity (EEO) Policy, dated 07 March 2013.
4. Policy.
  - a. The Adjutant General is firmly committed to equal employment opportunity and to avoiding prohibited employment discrimination in all areas of the Texas Military organization. Equal Opportunity in all of our employment programs at all levels of the workforce is a firm commitment of the Texas Military. All individuals are entitled to be treated fairly and participate in a work environment free from discriminatory practices, offensive behavior or harassment. Discrimination based on prohibited employment practices is illegal and will not be tolerated.
  - b. Commanders and supervisors are responsible for establishing work environments for military members and civilian employees free of discrimination based on race, color, national origin, religion, gender (including sexual harassment, pregnancy, child birth, a medical condition related to pregnancy or child birth, and payment of wages), or reprisal for having engaged in a protected equal opportunity activity. Civilian employees are also protected against discrimination in employment based on age and disability. Equal Opportunity programs and practices set the stage for a fair and open workplace.
  - c. In addition to fair treatment and equal access to employment opportunities, we must build and perpetuate a culture that values the diversity our employees bring to the organization. Diversity and inclusiveness throughout the workplace are important goals; and they can only be achieved through collective efforts to move beyond mere tolerance

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and accommodation of individual differences to an honest appreciation of the value to the organization of achieving these goals.

d. Any person found to have violated this policy is subject to disciplinary action in accordance with applicable rules and regulations. For assistance or guidance regarding an act of discrimination, training, or complaint procedures for military personnel or federal technicians contact the Texas Military Office of Equal Opportunity/ Equal Employment Opportunity at 512-782-5118. For assistance or guidance regarding an act of discrimination, training or complaint procedures for state employees contact the Texas Military Department at 512-782-5133.

5. This policy is effective immediately and will expire 2 years from the effective date of publication unless sooner rescinded or superseded.

6. Point of contact for this memorandum is the Office of Equal Opportunity/Equal Employment Opportunity at 512-782-5118.

  
JOHN F. NICHOLS  
Major General, TXANG  
Adjutant General

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CAROLYN SMALLWOOD  
CW4, GS, TXARNG  
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## **References to JFTX Policy 15-06, Texas Military Equal Opportunity (EO) and Equal Employment Opportunity (EEO) Policy**

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

AFI 36-2706, Equal Opportunity Program Military and Civilian, dated 05 October 2011

NGR (AR) 690-600/NGR (AF) 40-1614, Civilian Discrimination Complaint Processing and Adjudication, dated 15 March 1993

NGR (AR) 600-22/ANGI 36-3, National Guard Military Discrimination Complaint System, dated 30 March 2001

29 Code of Federal Regulation 1614, dated 01 January 2013

DoD 1440.1, The Civilian Equal Employment Opportunity Program, dated 21 November 2003

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

The Equal Pay Act of 1963.

The Age 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.

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

Immigration Reform and Control Act of 1986.

Older Workers Benefit Protection Act of 1990.

State Human Resources Policies and Procedures, Policy Nos. 3 and 38.