



CHIEF NATIONAL GUARD BUREAU NOTICE

NGB-EO
DISTRIBUTION: A

CNGBN 9600
10 May 2017

STATE NATIONAL GUARD CIVILIAN EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCESSING AND REPORTING GUIDANCE

References: See Enclosure A.

1. Purpose. This notice provides interim guidance for processing civilian Equal Employment Opportunity (EEO) complaints within State National Guard (NG) Programs in accordance with (IAW) the references.
2. Cancellation. None.
3. Applicability. This notice applies to Federal civilian employees and applicants for employment who are managed under the designation of authority to The Adjutants General (TAG) under section 709(d) of reference a and section 10508 of reference b, as enacted in reference c, to include NG technicians.
 - a. This notice does not apply to complaints of discrimination from NG military personnel serving in a Title 10 or Title 32 status.
 - b. This notice does not apply to beneficiaries of services from the Army National Guard (ARNG) or Air National Guard (ANG) in programs receiving Federal financial assistance. Complaints from such beneficiaries are processed IAW reference e.
 - c. This notice does not apply to civilian personnel employed in a Title 5 status at the National Guard Bureau (NGB), the ARNG and ANG Readiness Centers, and any NGB field-operating locations.
4. Background. Recent statutory amendments to section 709 of reference a and section 10508 of reference b, as enacted in reference c, regarding processing civilian EEO complaints within State NG Programs, IAW reference d prompted the issuance of this notice.

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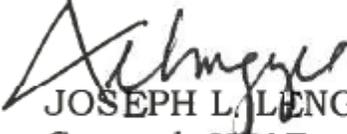
5. Action or Procedure. Each State NG will adhere to the guidance in this notice and establish procedural guidance IAW TAG statutory complaint processing and reporting obligations in reference c, Part 1614 of reference d, and comply with other reporting requirements of reference g.

a. Each State NG will submit a copy of its procedural guidance to the NGB's Office of Equal Opportunity (NGB-EO) no later than 01 October 2017.

b. NGB-EO emailed a sample NG EEO Discrimination Complaint Model to State Equal Employment Managers on 10 March 2017 for State NG consideration in developing and fulfilling the requirements in this notice. The Model is also available at reference i.

6. Releasability. This notice is approved for public release; distribution is unlimited. Copies are available through <<http://www.ngbpdc.ngb.army.mil>>.

7. Effective Date. This notice is effective on the date signed and will expire one year from the date of signature, unless cancelled earlier.


JOSEPH L. LENGYEL
General, USAF
Chief, National Guard Bureau

Enclosures:

A -- References
GL -- Glossary

ENCLOSURE A

REFERENCES

- a. Title 32, United States Code, “National Guard”
- b. Title 10, United States Code, “United States Armed Forces”
- c. Public Law 114-328, 23 December 2016, “National Defense Authorization Act for Fiscal Year 2017”
- d. Title 29, Code of Federal Regulations, Part 1614, “Federal Sector Equal Employment Opportunity”
- e. NGR 600-23/ANGR 30-12, 30 December 1974, “Nondiscrimination in Federally Assisted Programs”
- f. Equal Employment Opportunity Commission Management Directive 110, 05 August 2015, “Federal Sector Complaints Processing Manual”
- g. Equal Employment Opportunity Commission Management Directive 715, 23 August 2003, “Reporting Requirements for Federal Agencies”
- i. GKO website,
<<https://gkoportal.ng.mil/joint/J1/D09/SEEM%20Library/Forms/AllItems.aspa>>, accessed 10 May 2017

GLOSSARY

PART I. ACRONYMS

ANG	Air National Guard
ARNG	Army National Guard
EEO	Equal Employment Opportunity
IAW	In accordance with
NG	National Guard
NGB	National Guard Bureau
NGB-EO	Office of Equal Opportunity
TAG	The Adjutants General

PART II. DEFINITIONS

(NONE)