



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS-LOUISIANA
OFFICE OF THE ADJUTANT GENERAL
JACKSON BARRACKS
NEW ORLEANS, LOUISIANA 70117

NGLA-TAG

10 August 2022

MEMORANDUM FOR All Federal Technicians

SUBJECT: Equal Employment Opportunity (EEO) Policy

1. The Louisiana National Guard (LANG) is committed to ensuring Equal Employment Opportunity (EEO) for Federal Technicians and applicants for employment. The LANG prohibits discrimination on all protected basis, including age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal. All employees will have the freedom to compete on a fair and level playing field.
2. EEO covers all personnel employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotion, transfers, reassignments, training and career development, benefits, and separation. The LANG will not tolerate workplace harassment or reprisal against anyone who engages in a protected activity.
3. This plan is a management strategy to ensure fairness for all of our employees and prospective employees. EEO practices will be embedded in all actions including EEO as a critical element in managerial performance appraisals.
4. Any employee or applicant for employment who believes he or she has been subject to, or has knowledge of, discriminatory or harassing behavior should initiate an EEO complaint within 45 days of the event. Federal whistleblower protection laws provide legal remedies for employees or job applicants who face retaliation for making protected disclosures.
5. If you believe that you have been or may be subjected to discrimination, harassment, or whistleblower retaliation, please contact the State Equal Employment Manager listed below.
6. This EEO policy statement shall be prominently posted in all personnel and EEO offices, throughout the agency, and on the agency's external website.
7. POC is CW3 Philip Cancienne, State Equal Employment Manager, 504-278-8152 or philip.m.cancienne.mil@army.mil.

D. KEITH WADDELL
Major General, LAARNG
The Adjutant General

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