



# LOUISIANA NATIONAL GUARD

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## EQUAL OPPORTUNITY





## Outline

- Roles and responsibilities
- Training requirements
- Command climate surveys
- Complaint procedures
- Diversity initiatives
- Policy letters
- Q&A

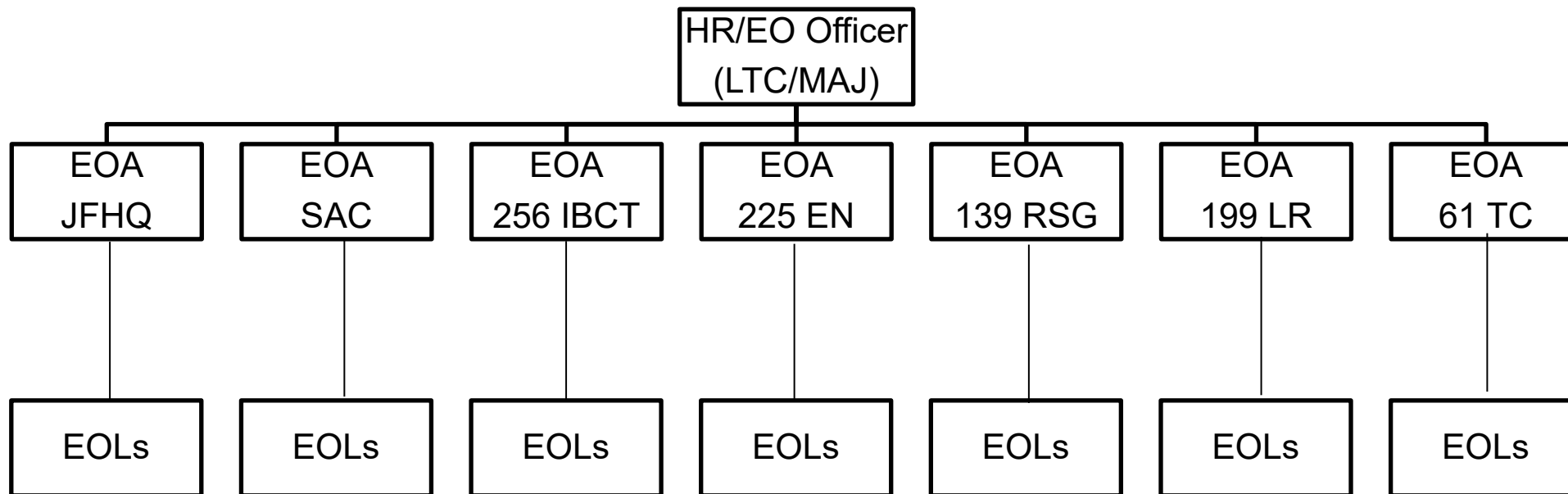


## **Roles and Responsibilities**

- Commanders
- SEEM
- EO Advisors
- EO Leaders

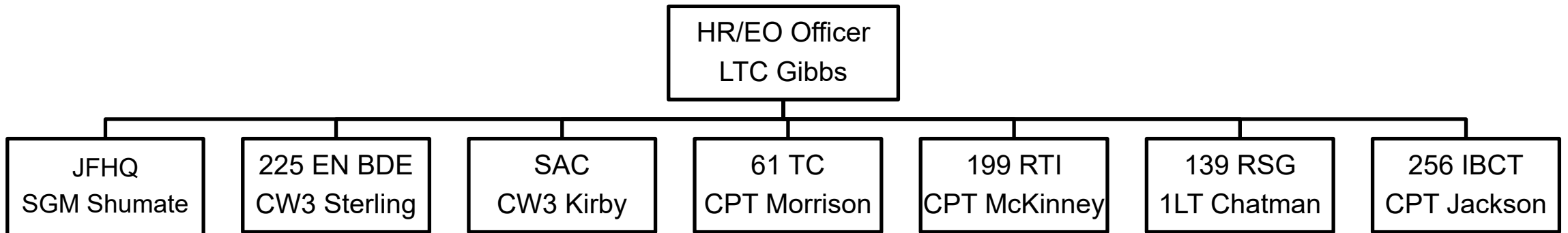


## Staffing





## EO Advisor Staffing





## EO Training Requirements

- Once per year as a minimum
- Training must be input into DTMS
- Should be conducted following an “incident” or as a result of climate survey results.



## Command Climate Surveys

- Anonymous
- Conducted within 120 days after a change of command and annually thereafter.
- System requires a minimum of 16 participants to generate report.
- Can be done on a smart phone.



## EO Complaint Procedures

- Formal EO complaints will be processed by the SEEM or EO Advisors.
- EO Leaders (EOLs) do NOT process formal EO complaints.
- TAG withholds authority to investigate allegations of sexual harassment, racial discrimination, gender discrimination, and sexual orientation discrimination.





## Diversity Initiatives

- Create an inclusive environment
- Conduct ethnic observances



## POC

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**Questions?**