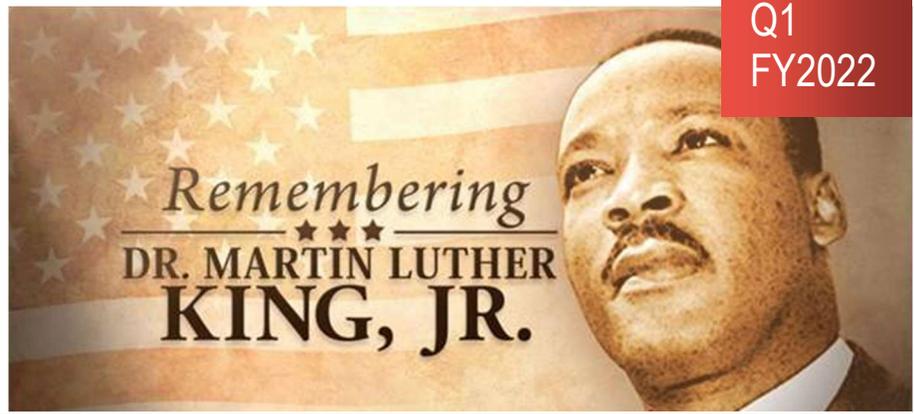


What's inside?

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Arizona National Guard Office of Equality, Diversity and Inclusion

Equal Employment Opportunity



EEO vs. EO?

Federal Law prohibits employers from taking any employment action based on an employee's status in a protected class. These laws and regulations apply to our technicians (T32 & T5). However, when serving in a military capacity, you're protected by Military Equal Opportunity (EO) Policy. While similar, there are marked differences. If you feel that you have been unlawfully discriminated against, contact your EEO/EO Team to find out your options. Your call can usually be kept anonymous.



"In the End, we will remember not the words of our enemies, but the silence of our friends."

- Dr. Martin Luther King Jr

In this issue, we look back and celebrate

Martin Luther King Jr Day

Martin Luther King Jr. Day was established as a federal holiday after passage by the US Congress and signed into law by President Ronald Reagan in 1983. The holiday gained observance in US States, and by 1991, every state had incorporated a version of Martin Luther King Jr. Day as a state holiday as well.

Most of us are familiar with the work of Dr. Martin Luther King Jr. He began his life from humble origins in Atlanta, GA.

At birth, he was known as Michael King, Jr, named for his father. At age 5, his father took a trip to Europe where he learned more about the impact of the German monk Martin Luther, who started the protestant reformation some four centuries earlier.

Dr. Michael King Jr legally changed his name to "Martin Luther" in 1957, after using the name unofficially for 20 years.

After the now-famous bus boycott and a legal name change to become Martin Luther King, Jr, King, along with other activists, founded the Southern Christian Leadership Conference, or SCLC. With this new and

organized effort, Dr. King's work really took off throughout the 1960s, most memorably with the 1963 March on

"King's work on issues would come to help produce the landmark legislation, the Civil Rights Act of 1964"

Washington, where King gave his "I Have a Dream" speech, often considered to be one of the finest speeches in American history. King's work on the issues of Civil Rights would come to help produce the landmark Civil Rights Act of 1964, which

prevents discrimination based on race, color, religion, sex, national origin and was later amended to include sexual orientation and gender identity, and it laid the framework for future legislation like the Americans with Disabilities Act, and the Rehabilitation Act, among others. Thanks to his work, we are moving toward the dream of equality.

What are Protected Classes?

And what sort of things count as unlawful discrimination?

Leaders in any organization must make big decisions. Military leaders are no different, and in many cases, Military leaders must make some of the most important decisions.

Leaders must consider many factors when making decisions. They have to consider implications, repercussions, desired results, input from subordinates and other leaders, and much more.

While we expect our leaders to consider many things before making critical decisions, there are a few things that they may not consider; a few things that are “off-limits”, so to speak. We call these things “protected classes”, and they may NOT be used as the basis for employment related decisions.



These protected classes are race, color, religion, sex (gender and orientation), national origin, age (40+), disability, genetic information and reprisal for EEO activity. Status in these classes may not be the basis for employment decisions.

We all hold prejudices, but when a person’s prejudice leads them to take action against someone based on these classes, that’s a violation of this law.

Remember, these protections exist for technicians, not active military personnel. There are similar protections for military issues, but they work a little differently. For any questions or concerns, please contact your EEO Team, and we will answer your question as best we can.



AZNG EEO Team: 602-629-4561 dema.az.gov

It is the policy of the Government of the United States to provide equal opportunity in employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, or genetic information. [...]

- 29 CFR 1614 §101(a)



Ms. Celeste Snyder
State Equal
Employment Manager



Mr. Anthony Castorina
State Equal
Employment Specialist

Your EEO Team

Your EEO Team is here to answer any questions you may have. We can offer guidance, help file complaints, facilitate training for your unit, provide options, or point you in the right direction. Feel free to contact our office with questions or concerns.

(602)-629-4561

AZNG.EEO

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Disability Self-Reporting for Fed Technicians

Take a moment to log into MyBiz+ and report your disability status. It takes less than a minute and can have a significant impact on our agency’s regulatory compliance.

Federal agencies like the Arizona National Guard are required to report on the number of individuals with disabilities employed here. This information is not used to make employment decisions; it’s collected to ensure that our agency isn’t discriminating against individuals with disabilities. All our technicians are encouraged to complete the SF-256 electronically through MyBiz+ to confidentially self-report a disability. This will not impact your work as a technician, and your responses can not be accessed by your military commander, so it won’t impact your military career either.. Disability status should never be used to make employment decisions like hiring, promotion, awards, leave and others. Contact the EEO team if you have any questions or concerns.

Not every disability is obvious.



AZNG EEO Team: 602-629-4561 dema.az.gov

Contact the EEO Team for instructions on how to Self-Report your disability status.