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Arizona National Guard Office of Equity, Diversity and Inclusion

Equity, Diversity and Inclusion



SEPM Committee is growing and needs YOU

Our SEPM committee is made up of individuals from all over our organization. The team works together to come up with creative ideas to address concerns from all groups. We meet twice a year and discuss the concerns we face, how to fix these concerns and innovative ways to grow our organization and serve the people of our community.

If you're interested in joining the SEPM committee, please contact Mr. Castorina at 602-629-4561 or email: anthony.j.castorina.civ@army.mil



We do our best work when everyone is recognized for the unique talents they bring to the organization

Join the AZ National Guard and celebrate Women's Equality Day

On 26 August 1920, the US Secretary of State certified the ratification of the Nineteenth Amendment of the US Constitution, which prohibits the government at any level from denying the right to vote based on sex. In 1972, President Nixon proclaimed 26 August to be Women's Equality Day, and it's been celebrated every year since.

America has always been built on the idea of progress. It's art of our hope that we will make the country a better place

millions of enslaved people, the idea that women should be allowed to participate in the democracy that represented them

for future generations. We can all think of countless examples of this progress, and it makes us proud of our country and proud of our service to the ideas upon which our way of life is built.

But we can also think of injustices that persisted for generations,

and one such injustice was the denial of basic human rights for women. Despite making up roughly half of the population, women enjoyed significantly less rights than men in the USA for a large part of our history. Even when the nation was divided and engaged in a bloody civil war to determine the fate of

"Even when the nation was engaged in civil war to end slavery, the idea that women should be allowed to vote was still far off."

was still a radical idea in many parts of our nation. While women could vote and even run for office in some parts of the country, these were not held to be universal rights until the passage of the Nineteenth Amendment in 1920, making it illegal to deny the right to vote based

on sex. While we have come a long way since 1920, there is still work to be done in the realm of gender equality. Take time this month to reflect on the struggle of American women to gain fair treatment and do your part to ensure that the next generation of Americans has it even better than your generation did.

What is Sexual Harassment?

It's your responsibility to speak up and address this often ignored problem.

Sexual Harassment can be a silent killer of cohesion in an organization. Whether it happens to you or someone else, it's everyone's job to combat this very serious issue.

Sexual Harassment is separated into 3 categories: Physical, Verbal & Non-Verbal. These terms are generally self-explanatory, but let's take a moment and talk about these in a little detail.



Physical – This is just what it sounds like. Contact, including touching, hugging, kissing... any type of unwanted physical contact can constitute sexual harassment.

Verbal – This includes telling inappropriate jokes or stories, making comments about someone's appearance, or making requests for sexual favors.

Non-Verbal – This is the least obvious. It can be staring or leering, making obscene gestures, winking in a suggestive manner, even text messages and images can be considered sexual harassment, if the motivation seems sexual in nature.

Remember, it's not about the harasser's intent. It's about how the behavior could be perceived by a reasonable person. If a reasonable person

would find it sexually inappropriate, that could be enough to consider it harassment. If you or someone you work with is the victim of sexual harassment, contact your EOL, EOA or the EEO team to find out your options to resolve the issue before it takes a massive toll on cohesion at your unit.

Types of **Sexual Harassment**

PHYSICAL	VERBAL	NON-VERBAL
		
Touching Hugging Kissing	Comments Stories/Jokes Requests	Staring Gestures Winking

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

Sexual harassment destroys teamwork and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.

- AR 600-20 § 7-3



Ms. Celeste Snyder
State Equal
Employment Manager



Mr. Anthony Castorina
State Equal
Employment Specialist



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.

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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