

What's inside?

- Veteran's Status Discrimination
- EEO vs EO?
- Sexual Harassment
- Disability Discrimination
- Your EEO/EO Team



Q1
FY2021

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 governed by protections of Equal Opportunity (EO). 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.



"Heroism doesn't always happen in a burst of glory. Sometimes small triumphs and large hearts change the course of history."

- Author Mary Roach

Wednesday 11 November 2020 is Veteran's Day

Veteran's Status Discrimination

On November 11, 1918, World War I came to a close with an armistice and the eventual implementation of the Treaty of Versailles in early 1919. The United States celebrated Armistice Day on 11 NOV from 1924 until the name of the holiday was officially changed in 1954 to Veterans Day.

When filling out a job application, you've probably noticed they ask for information that doesn't seem related to

the position you're pursuing. One question stands out: "Are you a veteran of the United States Armed Forces?" Why would an employer even ask this? Well, they're required to collect this data, but why?

It's unlawful for

an employer to discriminate based on your status as a veteran or service member. This stretches back to the Vietnam War, when many service members came home to find a country that made it difficult for them to reintegrate into society, including employers who wouldn't hire veterans at all. Congress passed the Vietnam Era

Veterans Readjustment Assistance Act of 1974 to protect veterans from discrimination based on their service.

"During the Vietnam War, many service members came home to find a country that made it difficult for them to reintegrate."

Eventually, we saw the Uniformed Services Employment and Re-employment Rights Act of 1994, which was geared to protect National Guard and Reserve members from discrimination based on their status.

The point is that it's unlawful for your employer to consider your status as a veteran or current service member when making employment decisions about you. If you feel that your status as a current/former service member has impacted your employment at the Arizona National Guard, contact the EEO office for options.

Sexual Harassment

It's your job to speak up and stop this often unspoken problem that's destroying cohesion

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 Discrimination & Reporting

You should be judged on your ability to perform essential job functions, not your status as an individual with a disability. Complete form SF-256 to self-report a disability.

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 (current version on EEO page at dema.az.gov) to confidentially self-report a disability. This will not impact your work as a technician. Our agency evaluates technicians and applicants based on their ability to carry out essential job functions, not their disability status. 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

The only question that matters is whether you can perform the essential functions of the job, with or without reasonable accommodation.

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

@azng_eeo

