

What's inside?

- Hispanic Heritage Month
- EEO vs EO
- Disability Self-Reporting for Federal Technicians
- Sexual Harassment
- Your EEO/EO Team



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

In this issue, we celebrate

Hispanic Heritage Month

In 1988, President Ronald Reagan signed into law a bill that designated Hispanic Heritage Month. This observance begins on September 15th each year and concludes on October 15th. It was codified into law in Title 32 U.S. Code, section 126, and it's celebrated each year with a presidential proclamation.

As early as the American Civil War in the 1860s, we can see the impact of the contributions of Hispanics to our ranks. They fought with courage, bravery, ingenuity and passion. During the Civil War, Hispanic soldiers served in both the Union and Confederate armies, and their families felt the same division and conflict that was felt by all American soldiers

on both sides during that war. The service of Hispanic people continued into the Spanish-American War in 1898, where courageous soldiers like CPT Maximiliano Luna served alongside COL Theodore Roosevelt. A veteran of that war, George Armijo, even went to be among the first Hispanic people to be elected to serve in the US Congress.

During World War I, young men born in the newly acquired territory of Puerto Rico signed up in droves to serve their

country. Among these was a soldier named Marcelino Serna, who single handedly captured 24 enemy troops.

It's estimated that more than 400,000 Hispanic service members served the United States during World War II in the struggle against Nazism and the Japanese Empire.

The contributions of Hispanics to our Armed Forces continued through all our nations wars, and we are proud to serve alongside these brave men and women today.

Our military strength is based on our diversity. Celebrate what makes us strong during these observances.

"The contributions of Hispanics to our Armed Forces continued through all our nations wars"

Sexual Harassment

What is it and what can be done about it.

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's 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

Please update your status in MyBiz+. 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

 @azng_eeo

