



Olene S. Walker, Governor

**Utah National Guard**  
12953 South Minuteman Drive  
PO Box 1776  
Draper, Utah 84020-1776  
801.523.4401 DSN 766.4401

**Major General Brian L. Tarbet, The Adjutant General**

UT-HRO (310-2d)

7 January 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 04-02, Policy Statement on Equal Opportunity and Equal Employment Opportunity

1. This policy letter supersedes UTNG Policy Letter 03-03, dated 7 January 2003. This policy letter is applicable to all members of the Utah National Guard.
2. It is the Utah National Guard policy to guarantee all personnel of the Utah National Guard freedom from discrimination based on race, color, gender, national origin, religion, age and disability. These acts, as well as acts of sexual harassment, not only undermine human dignity, but also demoralize our personnel and disrupt mission accomplishment.
3. All Utah National Guard members will ensure equal opportunity for all military and civilian personnel or applicants for membership in the National Guard. They will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, religion, gender, national origin or reprisal, except as the direct combat probability coding applies to women and, as necessary, to support established affirmative action goals.
4. Copies of EEO policy statements will be posted on bulletin boards at all work areas. All personnel must be advised of the procedures for obtaining redress of complaints.
5. The State Equal Employment Manager (SEEM) has direct access to my office. Questions regarding this policy or other issues related to EO, EEO Affirmative Action and/or the procedures for processing discrimination complaints and administering the policies and goals of Equal Opportunity should be directed to the SEEM at 523-4619.

BRIAN L. TARBET  
Major General, Utah NG  
The Adjutant General

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