



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
1411 JEFFERSON DAVIS HIGHWAY  
ARLINGTON, VA 22202-3231

NGB-EO (600-21a)

03 APR 2000

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO RICO, THE VIRGIN ISLANDS, GUAM, AND THE COMMANDING GENERAL OF THE DISTRICT OF COLUMBIA

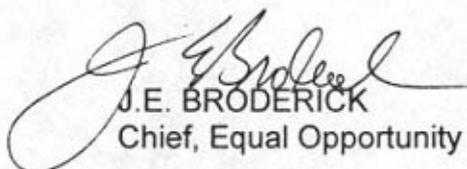
SUBJECT: (All States Log Number I00-0040 ) Homosexual Conduct Policy Training in the National Guard

1. A recent Department of Defense (DoD) initiative has been launched to have all the Services' conduct training on DoD Homosexual Conduct Policy. The DoD intent is to conduct this training during the year 2000. The active Army and Air Force both have different time frames for implementing this initiative. NGB-EO has been tasked by the Chief, National Guard Bureau, to take the lead in developing a basic joint training package that can be used by both the Army and Air National Guard.
2. The time frame for implementing this training for all members of both the Army and Air National Guard is by the end of FY 2000. The training may be conducted in a joint environment and in conjunction with other forms of training or information dissemination. Commanders have maximum discretion in determining the venue and the timing of training. The key is that Adjutants General and commanders must ensure that the essence of this message is fully understood by every member of their command. The training package will be available shortly on the NGB web page and via hard copy packages provided to the state. The most significant change to the policy is the addition of the concept of "don't harass" to the DoD "don't ask, don't tell" policy regarding homosexual conduct. The training will clearly articulate the important difference between sexual orientation and homosexual conduct.
3. While this issue is not an EO issue, NGB-EO is tasked to take the lead in developing training material. The issue still remains essentially a leadership issue. Equal Opportunity personnel must ensure that there is a clear distinction between EO taking the lead in training; and leadership taking the lead in policy implementation, enforcement, and assessment.

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4. The Point of Contact regarding this action is LTC Glendora Thomas or CPT Thomas Languirand, DSN: 327-0764 or commercial (703) 607-0764.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

  
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Chief, Equal Opportunity

CF:  
NGB-PL  
NGB-IG  
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Each State MILPO  
Each State HRO  
Each State SEEM  
Each State IG  
Each State HR/EO  
Each State EOA  
Each State ESSO  
Each State MEO