



WES MOORE  
GOVERNOR  
COMMANDER-IN-CHIEF

STATE OF MARYLAND  
MILITARY DEPARTMENT  
FIFTH REGIMENT ARMORY  
BALTIMORE, MARYLAND 21201-2288

JANEEN L. BIRCKHEAD  
MAJOR GENERAL  
THE ADJUTANT GENERAL

NGMD-TAG

15 June 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity/Equal Employment Opportunity (EO/EEO) Policy

1. Equal Opportunity/Equal Employment Opportunity is the responsibility of leadership and a function of command. The Maryland National Guard provides Equal Opportunity for our AGRs, traditional Airmen and Soldiers. The Maryland Military Department provides Equal Employment Opportunity for our full-time technicians and state employees. This also applies to applicants for positions.
2. Our most precious resource is our workforce: federal, military and state. Everyone will be treated with dignity and respect.
3. Discrimination based on race, color, national origin, sex (to include sexual harassment), religion, age, mental or physical disability or reprisal will not be tolerated. In addition, for State Employees, discrimination based on ancestry, creed, gender identity and expression, genetic information, marital status, and sexual orientation will not be tolerated. Leaders at all levels are charged with the responsibility to provide a safe and professional work environment.
4. If you feel you have been subjected to discrimination, do not be afraid to approach your unit EO Leader or your Wing Military EO Office. Individuals who report discrimination will be protected from acts or threats of reprisal. Federal employees, contact the State Equal Employment Manager at 410-918-6210. State employees, contact the State EEO Director at 443-467-9289.
5. This policy will be posted on bulletin boards of all armories and facilities to be visible to members of the Maryland National Guard and Maryland Military Department.

  
Janeen L. Birckhead  
Major General, MDARNG  
The Adjutant General

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