



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

NGB-ZA

20 JUN 2008

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 P08-0005) National Guard Sexual Harassment Prevention Policy)

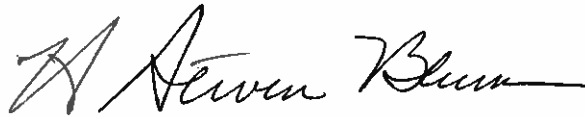
1. The National Guard Bureau's policy on sexual harassment prevention in the work environment is very clear and unequivocal. Sexual Harassment won't be tolerated in the National Guard!
2. The elimination of sexual harassment continues to be one of my priorities. The National Guard must continue to ensure that all personnel working in and with the organization are entitled to a work environment free from sexual harassment; this includes all National Guard installations within the 54 states and territories. All personnel include active duty military personnel (Army and Air Force), Title 10 and Title 32 Active Guard/Reserve (Army and Air Force), Title 32 Technicians (Army and Air Force), Excepted and Competitive, Traditional Guardsmen, state employees and ANG Title V Civilians who work on National Guard bases and installations.
3. I challenge you to develop long-range systematic plans to thoroughly assess all factors related to the effectiveness of your programs to prevent and eliminate sexual harassment. In conjunction with this continued effort, you should focus on policy, communication, education, training, and enforcement.
4. There is currently a requirement for each state to annually submit a sexual harassment prevention training report to the National Guard Bureau's Equal Opportunity Office. Applicable training requirements can be found in NGR 30-2, Section 6-10 and NGR 600-21, Section 2-10. The Equal Opportunity Office continues to be available to assist you in your efforts to eliminate sexual harassment in the National Guard.
5. We can successfully meet this continued challenge only with total leadership commitment and accountability. It is absolutely imperative that we sustain the most productive and user-friendly work environment for all of our soldiers, airmen, and civilian employees.

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6. This memorandum will expire one year from date of publication unless sooner rescinded or superseded.

7. Point of contact for this policy is Mary Odom, NGB-EO-CR, 703-607-0779, or DSN 327-0779.

A handwritten signature in black ink that reads "H Steven Blum". The signature is written in a cursive style with a long horizontal flourish at the end.

H STEVEN BLUM
Lieutenant General, US Army
Chief, National Guard Bureau