



JOINT FORCE HEADQUARTERS - COLORADO

COLORADO NATIONAL GUARD
6848 SOUTH REVERE PARKWAY,
CENTENNIAL, COLORADO 80112-6709

NGCO-TAG

29 January 2021

MEMORANDUM FOR All Colorado National Guard Soldiers, Airmen and Employees

SUBJECT: Policy on Sexual Harassment and Equal Employment Opportunity

1. All personnel should be able to work in an environment free from discrimination and sexual harassment. These unlawful behaviors infringe on an individual's civil rights and, more importantly, negatively impact the mission and effectiveness of the Colorado National Guard. The ultimate goal of the Colorado National Guard is to have a discrimination-free work place.
2. I am committed to full compliance with the law guaranteeing equal opportunity for all employees without regard to race, color, national origin, religion, gender, age, mental or physical handicap. All employment decisions and practices will be based upon ability and qualifications. Commanders and supervisors will be held directly accountable and responsible for work environments under their respective control.
3. Sexual harassment is wrong and will not be tolerated. I am committed to preventing any occurrences within the Colorado National Guard. DoD defines Sexual Harassment as conduct that: "Involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when: (1) Submission to such conduct is, either explicitly or implicitly, made a term or condition of a person's job, pay, or career; (2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment. (4) Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive. (5) Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a civilian employee of the Department of Defense. (6) Any deliberate or repeated unwelcome verbal comments or gesture of a sexual nature by any member of the Armed Forces or a civilian employee of the Department of Defense. There is no requirement for concrete psychological harm to the complainant for behavior to constitute sexual harassment. Behavior is sufficient to constitute sexual harassment if it is so severe or pervasive that a reasonable person would perceive, and the complainant does perceive, the environment as hostile or offensive. Sexual harassment can occur through electronic communications, including social media, other forms of communication, and in person."
4. If you feel you are being treated in an inappropriate manner, inform the person that the behavior is unwelcomed and unwanted. If ineffective, report the misconduct to any of the following Equal Opportunity points of contact:
 - a. State Equal Employment Manager, 720-250-1175
 - b. COANG Traditional Personnel, Director Equal Opportunity, 720-847-6388
 - c. State Personnel, Director of Personnel, 720-250-1520
5. This Memorandum will be posted on all area Bulletin Boards.

LAURA L. CLELLAN
Brigadier General, COARNG
The Adjutant General