

**STATE OF RHODE ISLAND
MILITARY STAFF - OFFICE OF THE ADJUTANT GENERAL**

Joint Force Headquarters, Camp Fogarty
2841 South County Trail, Bldg. 330
East Greenwich, RI 02818-1728



Daniel J. McKee
Governor
MG Christopher P. Callahan
Director

NGRI-TAG

29 May 2024

MEMORANDUM FOR ALL PERSONNEL

SUBJECT: Equal Employment Opportunity Policy and Anti-Harassment Policy

1. Rhode Island National Guard (RING) T32 dual status and T5 employees have the freedom to compete for employment and achievement in careers in an equitable work and hiring; and to work in a non-hostile environment. Bases of unlawful discrimination and harassment include race, color, religion, national origin, sex (including pregnancy and gender), sexual orientation, age (40 or older), genetic information and disability. I will not tolerate discrimination or harassment in any form.
2. Managers and supervisors will ensure that all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation are free from discrimination and personal biases.
3. Guidelines for filing EEO complaints of discrimination/harassment are posted on the RING portal, (NOR) (AR) 690-600/ (NOR) (AF) 40-1614, National Guard Civilian Discrimination Complaint System. Alternatively, contact the State Equal Employment Opportunity Manager (SEEM) at (401)-275-4181.
4. I am committed to maintaining a workplace free from unlawful discrimination and harassment for all employees and applicants for employment in the Rhode Island National Guard.

A handwritten signature in black ink, appearing to read "Chris Callahan", with a long horizontal line extending to the right.

Christopher P. Callahan
Major General
The Adjutant General