



DEPARTMENT OF DEFENSE, VETERANS AND EMERGENCY MANAGEMENT  
JOINT FORCE HEADQUARTERS, MAINE NATIONAL GUARD  
33 STATE HOUSE STATION  
AUGUSTA, ME 04333-0033

NGME-Z (600-20a2)

15 April 2025  
TAG 25-12

MEMORANDUM FOR All Maine National Guard Soldiers

SUBJECT: Military Equal Opportunity (MEO)

1. This policy supersedes TAG 21-09, dated 11 September 2021, subject as above. This policy is effective immediately and will remain in effect until rescinded or superseded.

2. References:

a. National Guard Regulation 600-21, Equal Opportunity Program in the Army National Guard, dated 22 May 2017

b. Air National Guard Instruction 36-7, Air National Guard Military Equal Opportunity Program, dated 25 April 2003

c. Chief National Guard Bureau Instruction 9601.01, National Guard Discrimination Complaint Program, dated 27 September 2015

d. TC 26-6, Commander's Equal Opportunity (EO) Handbook, 23 June 2008

e. TAG Policy 25-13, Alternate Dispute Resolution (ADR) Program, 12 March 2025

3. Title VII of the Civil Rights Act of 1964, with amendment, outlaws discrimination based on race, color, religion, sex (to include pregnancy), or national origin.

4. The MENG does not condone or tolerate unlawful discrimination or sexual harassment of any kind. No service member or civilian employee may unlawfully discriminate against, harass, intimidate, or threaten another person based on the protected categories listed above.

5. Leadership will:

a. Identify unlawful discriminatory practices affecting personnel, act promptly to initiate corrective action, and provide follow-up and feedback throughout problem resolution.

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b. Take appropriate action to prevent incidents of intimidation, harassment, or reprisal against individuals who file an EO complaint.

c. Ensure personnel are fully aware of procedures for obtaining redress of complaints, including those against members of the chain of command. Procedures will be in writing and prominently displayed.

d. MENG members will have a performance standard evaluating their adherence to, role in the prevention of unlawful discrimination and harassment. MENG members who do not address issues they see or contribute to issues cannot be rated as successful in this category for a rating period.

6. A work environment that appreciates individual differences and contributions greatly improves mission readiness. Members of the MENG deserve to be evaluated on merit and given an equal chance in all competitive circumstances. The success of our EO program depends upon every member of our organization.

7. This policy is to be posted on all official bulletin boards.

8. Point of contact for this policy is Mr. Daniel Dubay, State Equal Employment Manager (SEEM), (207) 430-6149, [daniel.s.dubay.mil@army.mil](mailto:daniel.s.dubay.mil@army.mil).

  
DIANE L. DUNN  
BG, MENG  
The Adjutant General