

LINDA LINGLE
GOVERNOR



ROBERT G. F. LEE
MAJOR GENERAL
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GARY M. ISHIKAWA
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STATE OF HAWAII
DEPARTMENT OF DEFENSE
OFFICE OF THE ADJUTANT GENERAL
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HIHRO-SEEM

2 December 2009

MEMORANDUM FOR All Members of the State of Hawaii, Department of Defense

SUBJECT: Equal Employment Opportunity/Equal Opportunity Policy Memorandum

1. Our Nation was founded on the principle that every individual has infinite dignity and worth. As such, the Department of Defense (DOD) must always be guided by this principle.
2. We must show respect in all that we do for our servicewomen, servicemen, and civilian employees. We must strive to make military and civilian service in the DOD a model of equal opportunity for all in accordance with the letter and the spirit of Title VII of the Civil Rights Act of 1964, as amended, and DOD Directive 1350-2.
3. All HI DOD members will be treated equally and considered without regard to race, color, religion, national origin, or gender. This includes but is not limited to equal treatment in recruitment, hiring, promotions, awards, and disciplinary actions. All members, supervisory and non-supervisory alike, must share in this responsibility.
4. Today, the challenges of combat readiness are greater than at any other time in history and the relationship of equal opportunity and treatment and the development of a strong cohesive organization cannot be underestimated. I am proud of the men and women serving the State of Hawaii. Therefore, I will not tolerate discrimination in any form.
5. Members who feel they have been victims of discriminatory actions are encouraged to immediately bring the matter to their supervisor, and if so desired, to file a complaint with their supervisor, an EEO counselor, the Military Equal Opportunity Office or the State Human Resources/Equal Opportunity Offices.
6. I expect all EO/EEO complaints to be expeditiously, fairly, and thoroughly addressed. Any military or civilian member of the HI DOD found to have discriminated against another member will be subject to disciplinary action, up to and including dismissal. Commanders and managers will support this policy, ensure their personnel are advised of it, and post it on highly visible unit bulletin boards.
7. Questions regarding this policy may be addressed through the State Equal Employment Manager's Office at (808) 672-1245.

A handwritten signature in black ink, appearing to read "Robert G. Lee".

ROBERT G.F. LEE
Major General, HING
Adjutant General