



STATE OF DELAWARE
DELAWARE NATIONAL GUARD
JOINT FORCE HEADQUARTERS
FIRST REGIMENT ROAD
WILMINGTON, DELAWARE 19808-2191



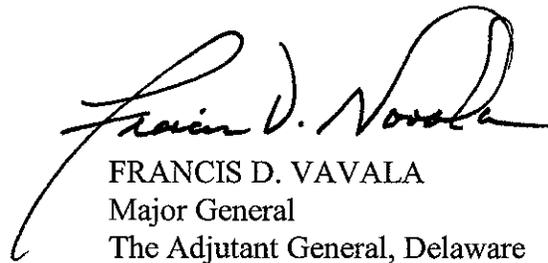
DENG-TAG

9 December 2009

MEMORANDUM FOR All Delaware National Guard Personnel

SUBJECT: TAG Policy Memorandum #8 - Policy on Reprisal/Retaliation

1. There are several avenues available to any employee of the Delaware National Guard who feels that he or she has been unjustly treated. The avenues available are to file a grievance, appeal, or file a complaint. These procedures have been established to ensure that our workforce is able to work in an environment that is conducive to maintaining the highest level of mission readiness and also to ensure that an individual's personal rights are protected.
2. Reprisal is defined as an intentional interference with an individual's exercise of, or action taken against an individual for exercising, a right to grieve, appeal or file a complaint through established procedures. Any form of reprisal will not be tolerated by the Delaware National Guard. All individuals must be able to exercise these rights with the knowledge that no adverse or punitive action, active or passive, will be taken against them.
3. Individuals found to be in violation of this policy will be subject to disciplinary actions under TPR 715 or UCMJ.
4. Proponent for this policy is the SEEM office, 326-7117.


FRANCIS D. VAVALA
Major General
The Adjutant General, Delaware