



**DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
JOINT FORCES HEADQUARTERS - ALASKA  
OFFICE OF THE ADJUTANT GENERAL  
PO BOX 5800  
JOINT BASE ELMENDORF-RICHARDSON, AK 99505**

17 Jun 2019

MEMORANDUM FOR AKNG

FROM: JFHQ AKNG/OTAG

SUBJECT: Retaliation Prevention and Response Policy

1. The purpose of this memorandum is to set policy and expectations regarding retaliation. Alaska National Guard (AKNG) policy mirrors federal law and regulation. Different statutes and different Army and Air regulations govern retaliation depending on the legally protected activity involved. Violation of any law or regulation regarding retaliation may be punished under the Alaska Code of Military Justice IAW Alaska Statutes 26.05.798 or applicable federal regulation.
2. Retaliation may take many forms. Generally, retaliation occurs when an individual reprises, ostracizes, or maltreats a service member because the service member engaged in a legally protected activity. Some examples of protected activity include making a protected communication (communicating with a member of Congress, Inspector General, law enforcement or chain of command), reporting a sexual assault, or reporting harassment or discrimination (EEO/EO). Reprisal generally means taking or threatening to take an unfavorable personnel action or withholding a favorable personnel action. Ostracism generally means the exclusion from social acceptance. Maltreatment generally means actions that are abusive, unwarranted, unjustified, and unnecessary (bullying and hazing). There is no room in the Alaska National Guard for any of this type of behavior.
3. If at any time you believe that you are the victim of retaliation, report it through your chain of command or to your inspector general. In the case of reporting to the inspector general, notifying your chain of command is not required. Air National Guard members may contact the Wing Inspectors General at (907) 377-8754 for the 168th Wing, (907) 551-7600 for the 176th Wing, or the JFHQ-AK State Inspector General at (907) 428-6061. Army personnel may contact the Office of the State Inspector General at (907) 428-6061.
4. Point of contact for this policy is Lieutenant Colonel Matthew Komatsu, Executive Officer, 907-428-6012 or [matthew.komatsu@alaska.gov](mailto:matthew.komatsu@alaska.gov).

TORRENCE W. SAXE, Brig Gen (AK), AKNG  
The Adjutant General