



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 99505-0800

NGAK-TAG

22 November 2017

Message to the Force #15

SUBJECT: Retaliation Prevention and Response Policy

1. The purpose of this memorandum is to set policy and expectations regarding retaliation. The policy of the Alaska National Guard (AKNG) mirrors federal law and regulation in regard to retaliation. 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 or applicable federal regulation.
2. The Alaska National Guard takes complaints of retaliation very seriously. 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). Of course, ostracism and maltreatment have no room in the Alaska National Guard without regard to whether a service member has engaged in a legally protected activity and are subject to discipline IAW applicable service regulations and Alaska Statute 26.05.770 of the Alaska Code of Military Justice.
3. If at any time you believe that you are the victim of retaliation, make a report through your chain of command or to your inspector general; however, you are not required to notify your chain of command. For the Air National Guard you may contact the Wing Inspectors General at (907) 377-8754 for the 168th Wing or at (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 Alex Elmore, TAG-XO, 907-428-6012 or thomas.a.elmore2.mil@mail.mil

Sincerely,

LAUREL J. HUMMEL
Major General, AKNG
The Adjutant General