

# State Equal Employment Office

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## **Equal Employment Management:**

The purpose of the AZNG EEO office is to ensure a climate within the workplace that is healthy and free from discrimination and to ensure affirmative employment practices within the agency. Individuals who feel they may have been discriminated against based on race, color, religion, national origin, gender (to include sexual harassment), age, disability or retaliation based on an EEO activity, should seek assistance immediately from either their supervisor or through the EEO office since timelines are in place for filing of discrimination complaints. You can refer to [www.azguard.gov/hro](http://www.azguard.gov/hro) for more information.

## **Technician Assistance Program (TAP):**

The Technician Assistance Program is an extension of the EEO office and is put in place to assist Federal employees who may be having a problem or issue. The program is confidential and the employee may contact the state EEO office voluntarily if they feel they need help. In addition, a Federal employee may also be referred by their supervisor to the TAP program if the problem/issue is affecting their work. Other avenues in which employees may seek assistance are through the AZNG Chaplain's Office or Soldier Support Center; Physicians; Inpatient & Outpatient clinics and "Wellness Center's" at Luke or Davis Monthan AFB. Individuals may also contact the community information Referral Service. [www.cirs.org](http://www.cirs.org), 602-263-8856 or 1-800-352-3792 or Military One Source at [www.militaryonesource.com](http://www.militaryonesource.com), 1-800-342-9647.

## **Conflict Resolution/Mediation:**

The AZNG encourages the use of mediation and/or alternative dispute resolution to resolve issues within the workplace. The State EEO office has on hand a list of certified mediators within the AZNG that can aid in resolving an issue and periodically conducts mediation training. Check the HRO website homepage at ([www.az.ngb.army.mil/hro](http://www.az.ngb.army.mil/hro)) for any upcoming mediation training classes and sig-up.

## **Equal Opportunity Training:**

The State EEO office oversees the training on Equal Employment Opportunity and Sexual Harassment given by the units and wings. EEO/Sexual Harassment training for supervisors and managers is also given during Supervisor's Course which is periodically conducted by the Employee Development section of HRO.