



DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CEEO

14 NOV 1996

U.S. ARMY CORPS OF ENGINEERS POLICY ON
EQUAL EMPLOYMENT OPPORTUNITY AND SEXUAL HARASSMENT

Equal employment opportunity is the responsibility of leaders at all levels. The work environment for every Corps employee must be free of any form of discrimination based on race, color, age, religion, national origin, non-disqualifying handicap, or sex. Sexual harassment is intolerable and will not be condoned.

Each individual deserves to be treated with dignity and respect. Any perception of unfair treatment, unequal consideration or sexual harassment detracts from individual effectiveness and command readiness. Individuals who perceive they are being discriminated against or sexually harassed should raise their concerns with the chain of supervision or the EEO Office. Leaders at all levels will address these matters swiftly, fairly, and effectively, and will ensure that the command climate promotes mission accomplishment. Performance ratings should reflect how the Corps' equal employment opportunity objectives have been advanced.

As the Nation's premier problem-solvers, the Corps team should represent our Nation's diversity. Our affirmative employment progress is enviable. We will demonstrate further successes in occupations and grade levels where minorities and women are still underrepresented.

We will continue to demonstrate why the Corps of Engineers is an employer of choice.

A handwritten signature in black ink, appearing to read "Joe N. Ballard".

JOE N. BALLARD
Lieutenant General, USA
Commanding