



DEPARTMENT OF THE ARMY

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

REPLY TO
ATTENTION OF:

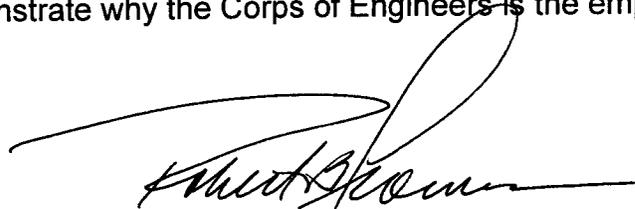
CEEEO (690-12)

21 March 2001

COMMANDER'S POLICY MEMORANDUM #1

SUBJECT: Equal Employment Opportunity and Sexual Harassment

1. Equal employment opportunity is the responsibility of leaders at all levels. The work environment for every USACE 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.
2. 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 believe 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.
3. As the Nation's premier problem-solver, the USACE 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. Commanders, managers, supervisors, Human Resource personnel and EEO Officers share responsibility for compliance with this policy and for successful implementation of the affirmative employment program.
4. We will continue to demonstrate why the Corps of Engineers is the employer of choice.



ROBERT B. FLOWERS
Lieutenant General, USA
Commanding