



DEPARTMENT OF THE ARMY

DETROIT DISTRICT, CORPS OF ENGINEERS

BOX 1027

DETROIT, MICHIGAN 48231-1027

IN REPLY REFER TO:

CELRE-DE (690)

14 November 2002

COMMANDER'S POLICY MEMORANDUM #8

SUBJECT: Equal Employment Opportunity (EEO) and Affirmative Employment

1. The Detroit District has a long history of working diligently in support of equal employment opportunity and implementing a strong affirmative employment program. I reaffirm the District's commitment to the workforce and the community to stay the path by insuring every employee and applicant for employment is treated with dignity and the utmost respect. Personally and professionally, I oppose prejudice and will do everything possible to uphold and enforce the equal employment opportunity (EEO) laws that prohibit it. We, as a team, must be mutually determined to do this and strive to maintain a nondiscriminatory work environment, free of any illegal discrimination. Our pursuit of this objective starts with each of us being sensitive to the needs and individuality of those next to us and around us who may be of a different age, color, disability, national origin, race, religion or sex.

2. Managers are primarily responsible for implementing and monitoring compliance of this policy. Towards this end, they are to take the lead in exemplifying appropriate behavior in all situations. In addition, insure that all personnel decisions, including but not limited to benefits, discipline, hiring, promotions, reassignments, recruitment, training and separations are free of discrimination. Further, managers are expected to make a personal and organizational commitment to promote and implement the multi-year Affirmative Employment Plan (AEP). We are developing strategies across all lines of the organization to reach and achieve our vision and goals, which include the AEP as a very significant part. We will pursue the AEP and EEO with the same passion as other organizational responsibilities. Integrate them in the performance plans of Team Leaders, Project Delivery Teams and Special Emphasis Program Managers (SEPMs) in a manner that yields results.

3. All employees are expected to join shoulder-to-shoulder with managers and support this policy by avoiding unacceptable behavior in all work-related situations that could create a hostile environment. Hostile environment harassment is identified when unwelcome comments or conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Understand that the same type of behavior that creates a hostile environment of sexual harassment generally will constitute discriminatory harassment, if directed at a person because of age, color, disability, gender, national origin, race, or religion. Lastly, I remind you that you have "permission" to raise concerns about any communications,

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SUBJECT: Commander's Policy Memorandum #8 – Equal Employment Opportunity (EEO) and Affirmative Employment

processes, procedures, or systems that directly or indirectly impede our progress towards maintaining a healthy discrimination-free workplace.

4. This policy applies to all employees in our workforce, military and civilian, as well as persons not within our employment who are permitted on our work premises. As a team working together, we will yield nothing less than a system of equal opportunity - not because the law requires it, but because we believe in it.

5. While I am confident we all share the same institutional beliefs and values in the area of equal opportunity, the District's policy is to take appropriate disciplinary action when discriminatory conduct is evident. Individuals who feel they have been discriminated against should contact the Equal Employment Opportunity Office at (313) 226-6248 or 1-888-841-4075 within 45 calendar days of the alleged discriminatory action (s). For more information on this subject visit the EEO page on our website at <http://www.lre.usace.army.mil>

6. You can count on me to do my part, as I know I can count on each of you.
HOOAAH!



THOMAS H. MAGNESS
LTC, EN
Commanding

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