



**DEPARTMENT OF THE ARMY**  
DETROIT DISTRICT, CORPS OF ENGINEERS  
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IN REPLY REFER TO

CELRE-DE (690)

29 July 2008

COMMANDER'S POLICY MEMORANDUM # 5

SUBJECT: Equal Employment Opportunity (EEO) and Affirmative Employment

1. All employees of the Detroit District have the right to fair employment practices and acceptable workplace conduct regardless of race, color, religion, national origin, age, sex or disability. Employees are to feel free to exercise their rights under the civil rights statutes, and reprisal against such employees will not be tolerated. I oppose prejudice and will do everything possible to uphold and enforce the equal employment opportunity laws that prohibit it.
2. I reaffirm the District's commitment to the workforce to insure that every employee and applicant for employment is treated with dignity and the utmost respect. We, as a team, must be mutually determined to strive to maintain a nondiscriminatory work environment. 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.
3. The District Leadership is primarily responsible for implementing and monitoring compliance of this policy. They are to demonstrate 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.
4. All employees are expected to 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.

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5. Individuals who feel they have been discriminated against should contact the Equal Employment Opportunity Office at (313) 226-4744 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>.

  
JAMES B. DAVIS  
LTE, EN  
Commanding

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