



DEPARTMENT OF THE ARMY  
U.S. ARMY CORPS OF ENGINEERS  
WASHINGTON, DC 20314-1000

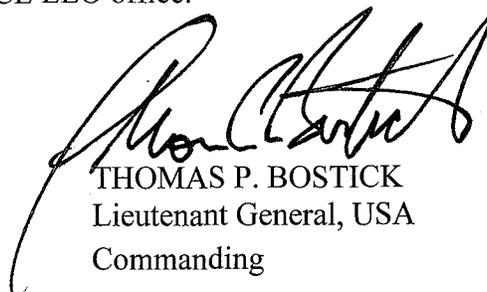
CEEO

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COMMANDER'S POLICY MEMORANDUM: CPM - CEEO - 003

SUBJECT: Equal Opportunity (EO) Program and Complaint Procedures

1. Reference. AR 600-20, Army Command Policy, 18 March 2008; Rapid Action Revision Issued 20 September 2012.
2. Applicability: This policy applies to all Soldiers and their family members working for the United States Army Corps of Engineers (USACE).
3. Purpose. The purpose of this memorandum is to clearly establish command EO policy and complaint procedures.
4. Intent. Soldiers and their families will not be discriminated against or unfairly treated on the basis of race, color, religion, gender or national origin. The EO program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability.
5. Policy. Commanders are responsible for sustaining a positive EO climate within their units.
  - a. Complaints should be filed at the lowest level through the chain of command to afford the immediate commander or supervisor the opportunity to address and resolve the issue.
  - b. Should the complainant feel uncomfortable filing through the chain of command, or if a complaint is against a member of the chain of command, the complaint may be filed with the next higher echelon of the chain of command, the EO Advisor, the Inspector General, the Chaplain, the Provost Marshal, medical agency personnel, or the Staff Judge Advocate.
  - c. Commanders will ensure all equal opportunity complaints by their Soldiers or their families are handled in accordance with Army Regulation 600-20, Army Command Policy.
6. The proponent for this policy is the USACE EEO office.



THOMAS P. BOSTICK  
Lieutenant General, USA  
Commanding