



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
441 G STREET, NW
WASHINGTON DC 20314-1000

CECG (1e)

29 OCT 2024

COMMANDING GENERAL'S POLICY MEMORANDUM #2

SUBJECT: Military Equal Opportunity Policy

1. References: AR 600-20, Army Command Policy.
2. I fully support the Military Equal Opportunity (EO) Program and expect that all USACE military personnel and Family members will be treated fairly without regard to race, color, sex (to include gender identity), religion, national origin, and sexual orientation. Commanders are responsible for sustaining a positive EO command climate. They shall familiarize themselves with the responsibilities of the EO Program as detailed in AR 600-20, Army Command Policy.
3. All personnel should attempt to resolve issues of discriminatory actions at the lowest level of command. Individuals are encouraged to elevate their concerns through the chain of command when inappropriate behaviors continue after an attempt at resolution and if discriminatory behavior is tacitly condoned or encouraged within the chain of command.
4. I fully expect that all USACE personnel will support the EO Program and will treat each other with dignity and respect. All leaders and supervisors must be proactive and use communication, education, and training to ensure maximum awareness of these standards.
5. Soldiers who believe they have been subjected to discrimination should report the matter directly to their chain of command, or to their Equal Opportunity Program Manager or Equal Opportunity Advisor.
6. The point of contact for this memorandum is the Office of EEO, Outreach and Accessibility at 202-445-0252.

A handwritten signature in black ink, appearing to read "W. H. Graham, Jr.", is located below the list of points.

WILLIAM H. GRAHAM, JR
Lieutenant General, USA
Commanding