



**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 #3

SUBJECT: Civilian Equal Employment Opportunity (EEO) Policy

1. References:

- a. AR 600-20, Army Command Policy.
- b. AR 690-12, Equal Employment Opportunity and Diversity.
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints.

2. I am personally committed to ensuring Equal Employment Opportunity (EEO) for all employees and applicants for employment within USACE. My entire command is also committed to and supports the Department of the Army's policy on EEO Complaint Procedures. Discrimination in employment because of race, color, religion, sex (to include pregnancy, sexual orientation, gender identity discrimination, and Equal Pay Act claims), national origin, age, genetic information, mental or physical disability, or in reprisal for engaging in prior protected EEO activity is prohibited.

3. EEO is the responsibility of every member of the USACE team. All Commanders, Directors, Managers, and Supervisors will support the principles of EEO when making personnel decisions. Leaders must create an environment that is free of discriminatory acts and maximizes the capabilities of everyone.

4. Discrimination whether real or perceived affects employee morale and well-being, interferes with mission accomplishment, and has a negative impact on readiness. Discriminatory practices interfere with duty performance can create a toxic, hostile, intimidating, or offensive working environment. Employees who want to file an informal complaint of discrimination must contact their EEO office within 45 calendar days of the occurrence.

5. I charge all Leaders with the responsibility to prevent discrimination. All of us must be cognizant of any negative activities that may occur within our organizations and take swift and appropriate action when necessary to combat discrimination.

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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. G. Jr.', written in a cursive style.

WILLIAM H. GRAHAM, JR
Lieutenant General, USA
Commanding