



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

CECG

DEC 20 2018

COMMANDER'S POLICY MEMORANDUM #2

SUBJECT: Command Policy Military Equal Opportunity

1. I fully support the Military Equal Opportunity Program and expect that all USACE military personnel and Family members will be treated fairly without regard to race, color, ethnicity, gender, religion, national origin, and sexual orientation. Commanders are the Equal Opportunity Officers for their unit and are responsible for sustaining a positive EO command climate.
2. 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 or other agencies when inappropriate behaviors continue after an attempt at resolution and discriminatory behavior is tacitly condoned or encouraged within the chain of command.
3. Commanders and Supervisors shall familiarize themselves with the responsibilities of the EO Program as detailed in AR 600-20, Army Command Policy. Active Duty Commanders above the company level will conduct an initial Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS) Assessment and Unit Action Plan within 60 days of assuming command and annually thereafter; company Commanders will conduct an initial DEOCS Assessment and Unit Action Plan within 30 days of assuming Command and annually thereafter; reserve component Commanders will conduct an initial DEOCS Assessment and Unit Action Plan within 120 days of assuming command and annually thereafter.
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.

Need Your Support to ensure we are executing this program. This is important on the current and DEOCS Assessment and Unit Action Plan!!

Todd T. Semonite
 TODD T. SEMONITE
 Lieutenant General, USA
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