



DEPARTMENT OF THE ARMY  
CHIEF OF ENGINEERS  
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WASHINGTON DC 20310-2600

DAEN-ZA

29 SEP 2020

COMMANDING GENERAL'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. They shall familiarize themselves with the responsibilities of the EO Program as detailed in AR 600-20, Army Command Policy.
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. 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.
4. Soldiers who believe they have been subjected to discrimination should report the matter directly to their chain of command, to their unit Equal Opportunity Program Manager or Equal Opportunity Advisor, the local Inspector General, or the servicing Staff Judge Advocate.

A handwritten signature in black ink, appearing to read "Scott A. Spellmon".

SCOTT A. SPELLMON  
Lieutenant General, USA  
Commanding