



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

24 SEP 2020

DAEN-ZA

COMMANDING GENERAL'S POLICY MEMORANDUM #3

SUBJECT: Civilian Equal Employment Opportunity (EEO)

1. I am personally and enthusiastically 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. It is the right of all people to be protected and seek protection from discrimination in employment regardless of race, color, religion, sex, national origin, age, sexual orientation, genetic information, reprisal, and mental or physical ability.
2. EEO is the responsibility of every member of the USACE team. All Commanders, Directors, Managers, and Supervisors will support the principles of EEO and Affirmative Action when making personnel decisions. Leaders must create an environment that is free of discriminatory acts and maximize the capabilities of everyone.
3. 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 by creating 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.
4. 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.

A handwritten signature in black ink, reading "Scott A. Spellmon".

SCOTT A. SPELLMON
Lieutenant General, USA
Chief of Engineers