



**DEPARTMENT OF THE ARMY**  
U. S. ARMY CORPS OF ENGINEERS, GREAT LAKES AND OHIO RIVER DIVISION  
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CINCINNATI, OH 45202-3222

CELRD-DE

6 November 2019

**COMMANDER'S POLICY MEMORANDUM # 3**

**SUBJECT: Equal Employment Opportunity (EEO)/Diversity Policy Statement**

1. I am personally committed to EEO and ensuring that all individuals are treated fairly and equitably. This commitment means creating and maintaining a work environment that supports and encourages the contribution of all employees. I am responsible for ensuring that this command provides an "Equal Opportunity" to all persons to excel in all aspects of employment regardless of race, color, religion, sex, sexual orientation, parental status, national origin, age, disability, family medical history or genetic information, or any other non-merit based factor. We all are held accountable for this responsibility, one which must not be taken lightly.

2. I expect all managers and supervisors to provide equitable opportunities in developmental assignments, training, promoting, and rewarding of our employees and to utilize innovative approaches in recruitment and hiring to effectively attract/recruit a high caliber workforce.

3. All employees have a shared responsibility to practice equal employment opportunity principles, to treat each other with dignity and respect, to work together effectively, and to take responsibility for his or her actions.

4. All employees have the right to work in an environment free from behavior that is discriminating, harassing, inappropriate, offensive, or unlawful. Such behavior will not be tolerated. Leaders will immediately address allegations of discrimination or harassment and take appropriate corrective action.

5. I expect our workforce to promote a culture that embraces diversity, fostering a discrimination-free work environment. We must have diverse perspectives, talents and teams to meet future challenges. I am counting on you to support this policy and ensure a respectful work environment that provides an equal employment opportunity for all.

A handwritten signature in black ink, appearing to read "R. F. Whittle, Jr.", written over a horizontal line.

**ROBERT F. WHITTLE, JR.**  
Major General, USA  
Commanding