



DEPARTMENT OF THE ARMY
US ARMY CORPS OF ENGINEERS
NORFOLK DISTRICT
FORT NORFOLK
803 FRONT STREET
NORFOLK VA 23510-1011

CENAO-EX

1 July 2022

COMMANDER'S POLICY MEMORANDUM NUMBER EX-02

SUBJECT: Commander's Open-Door Policy

1. Reference: Army Regulation 600-20, Army Command Policy, 24 July 2020
2. All employees of the Norfolk District have the opportunity to speak with me about work-related problems or concerns that may affect discipline, morale, and mission effectiveness. This right may not be denied by any level of district management and no negative action may be taken against an employee for exercising this right.
3. However, prior to bringing issues or concerns to my attention, all employees are encouraged to make full use of the chain of command to foster an appropriate resolution. Many problems can be handled most effectively through the chain of command. I highly encourage this means as the first avenue of problem solving and resolution.
4. This policy is not intended to supplant existing grievance systems, Equal Employment Opportunity (EEO) complaint procedures, or any other avenues of redress for employee concerns. It is inappropriate for me to discuss an ongoing disciplinary action or potential grievance or EEO complaint. In those instances, please follow the relevant process afforded to you to allow progress toward a resolution.
5. I expect all members of the Norfolk District to conduct themselves in a professional manner whenever discussing problems or issues of concern. Be respectful. Listen to each other. Be reasonable and open-minded in your attempts to reach a resolution and compromise whenever appropriate. These tenets are consistent with our Army Values. Keep in mind that not all decisions can result in the complete satisfaction of everyone involved. I ask that you make an effort to accept and abide with final decisions, even when you disagree.
6. The proponent of this policy is the Commander at (757) 201-7601.

BRIAN P. HALLBERG, PMP
COL, EN
Commanding