



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 EEO-01

SUBJECT: Equal Employment Opportunity for Civilian Employees and Applicants and Equal Opportunity for Military Personnel

1. References:

a. Army Regulation (AR) 690-12, Equal Employment Opportunity, and Diversity, 22 December 2016

b. AR 600-20, Army Command Policy, 24 July 2020

2. As District Commander, I am strongly committed to providing Equal Employment Opportunity (EEO) for civilian employees and applicants for employment and Equal Opportunity (EO) for our military personnel. District personnel, civilian and military, have a professional and moral responsibility to treat others with dignity, respect, and fairness. I will not tolerate any form of behavior or practice that is potentially discriminatory, harassing, or biased against an individual or any group of people.

3. Leaders at all levels, must embrace and enforce the laws, policies, and regulations governing EEO, Diversity/Inclusion, and EO. Diversity embodies our differences, while inclusion entails building an environment where employees are valued and respected as individuals. It is imperative that all employment decisions be based solely on merit and principles without regard to age, culture, ethnicity, gender, personal perspectives, race, sex, or threat of reprisal.

4. In support of the Department of the Army requirements, EEO is a mandatory part of all supervisor's performance measures and must be incorporated in the mandatory supervisory performance objectives. All civilian and military personnel who supervise, must complete EEO Anti-Harassment/No Fear training each fiscal year. Additionally, supervisors and managers are responsible for ensuring their employees satisfy this training requirement.

5. I ask that each of us, as employees, supervisors, and managers, continue to work towards building and maintaining a workplace where everyone is treated with dignity and respect and are afforded an equal opportunity to contribute and achieve their fullest potential.

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6. The point of contact for this memorandum is the EEO Officer, Anna Myers, at (757)
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BRIAN P. HALLBERG, PMP
COL, EN
Commanding