

MEMORANDUM FOR DISTRIBUTION F

SUBJECT: Commander's Personal Policy Statement on Equal Employment Opportunity (EEO)

1. The policy of the Savannah District is to:
  - a. Provide equal employment opportunity in employment for all persons;
  - b. Prohibit discrimination in employment based on race, color, religion, sex (including sexual harassment), national origin, age, disability, and reprisal for opposition to unlawful discriminatory practices or participation in the EEO complaint process; and
  - c. Take appropriate corrective and/or disciplinary action in any case where discrimination is found.
2. All leaders at Savannah District will adhere to the letter and spirit of EEO. When managers and supervisors exercise sound equitable personnel management practices, there should be few instances of employee dissatisfaction. However, when EEO complaints do arise, I encourage employees to air their concerns freely and without fear of reprisal.
3. Savannah District has set the pace for the Corps in many areas. We are a workforce with diverse backgrounds, experiences, attributes, and talents. Understanding and respecting our differences will result in a more efficient organization as well as create a work environment where everyone feels he or she is an important member of the team.
4. I encourage Savannah District team members to support my policy on equal employment opportunity.



MARK S. HELD  
COL, EN  
Commanding