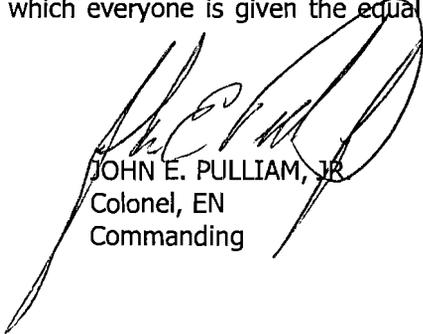


MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Memorandum #2 – Equal Employment Opportunity

1. The commitment of our Wilmington District team is an essential ingredient in ensuring the Corps performs with the utmost excellence. We take pride in being the world's premier engineering organization—trained and ready to provide support anytime, anyplace. Each one of us bears two fundamental obligations: first, to do our own jobs to the best of our ability and, equally important, to ensure that our team members and those we supervise are given the respectful, supportive environment that allows them to do theirs.
2. We want to create an atmosphere where there is respect for the strength brought to our workforce when we have team members with a wide range of backgrounds and experiences. When any employee or applicant is denied equal opportunity on the basis of race, color, age, sex, religion, national origin, or disability, the work of the District suffers. Opportunities for achievement are lost, and the ability of employees to reach their full potential is jeopardized. Discrimination against any employee or applicant or harassment against any employee will not be tolerated.
3. The development and retention of a quality work force is critical to the future needs of the Wilmington District. Therefore, it is imperative that all employment actions and assignments to developmental opportunities be based solely on merit principles. I charge leaders at all levels to embrace and uphold the laws and regulations governing Equal Employment Opportunity.
4. Accordingly, I ask that each of us, as employees, supervisors, and managers, join in the work of building and maintaining a workplace in which everyone is given the equal opportunity to succeed and contribute.



JOHN E. PULLIAM, JR.
Colonel, EN
Commanding

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