



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
441 G STREET NW
WASHINGTON, D.C. 20314-1000

CEEO (600-20)

8 June 2007

COMMANDER'S POLICY MEMORANDUM #1

SUBJECT: Equal Opportunity Complaint Procedures

1. I am firmly committed to and fully support Equal Opportunity. All Soldiers and their Families are entitled to and should expect fair and equitable treatment regardless of race, color, religion, gender or national origin. The U.S. Army Corps of Engineers is an organization of people, and its success is based on their ability to perform in an environment of mutual respect, dignity and fair treatment.
2. Soldiers and their Families who believe they have been unlawfully discriminated against or unfairly treated on the basis of race, color, religion, gender or national origin have the right to file a complaint. Although it is strongly encouraged that Soldiers file complaints through the unit chain of command, it is not the only channel available to resolve complaints. Should the complainant feel uncomfortable filing through the unit chain of command, or if a complaint is against a member of the chain of command, the complaint may be filed with the next higher echelon of the chain of command, the Equal Opportunity Advisor, the Inspector General, the Chaplain, the Provost Marshal, medical agency personnel, the Staff Judge Advocate, or the Chief, Community Housing Referral and Relocation Services Office.
3. Commanders are responsible for ensuring that all equal opportunity and sexual harassment complaints by Soldiers and their Families are handled in accordance with Army Regulation 600-20, Army Command Policy.
4. Civilian employees who believe they have been discriminated against should consult the Equal Employment Opportunity (EEO) Officer regarding their rights under Army Regulation 600-20 and 690-600, EEO Discrimination Complaints.



R. L. VAN ANTWERP
Lieutenant General, USA
Commanding



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COMMANDER'S POLICY MEMORANDUM #2

SUBJECT: Command Equal Opportunity Policy

1. Reference AR 600-20, 13 May 2004, Army Command Policy.
2. I fully support the Army's Equal Opportunity Policy and am firmly committed to fair treatment for all military personnel and their Families without regard to race, age, color, religion, gender or national origin, whether on or off duty.
3. I hold all leaders responsible for creating and maintaining an environment free of discrimination, bias, stereotyping or any other activity that demeans any member of this command. Each and every one of us has the responsibility to maximize command readiness by treating each other with the respect and courtesy we appreciate and deserve, irrespective of any difference among us. I expect your full support and cooperation.
4. I encourage you to use your chain of command if you feel you or a member of your family has experienced discrimination. If you feel that your complaint is not receiving command attention, my door is always open. The U.S. Army Corps of Engineers Equal Employment Opportunity Staff is always available to assist you.
5. The proponent for this command policy is the HQUSACE Equal Employment Opportunity Office, (202) 761-8706.


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COMMANDER'S POLICY MEMORANDUM #3

SUBJECT: Command Policy, Prevention of Sexual Harassment

1. I fully support and endorse the Army's policy on sexual harassment and am firmly committed to the fair and equitable treatment of all military members, their Families and Civilians without regard to race, color, gender, age, religion or national origin. The practice of sexual harassment is an unacceptable behavior that will not be tolerated by this command. Violators of this policy and leaders who fail to take the appropriate action are subject to administrative and legal actions.
2. Sexual harassment is defined as a form of gender discrimination that involves unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of a sexual nature.
3. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or Civilian employee is engaging in sexual harassment. Similarly, any Soldier or Civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
4. I encourage all USACE personnel to report instances of sexual harassment to their commander, supervisor, Equal Opportunity Advisor, the Equal Employment Opportunity Officer, or the Engineer Inspector General. All reported incidents of sexual harassment will be investigated promptly and appropriate action will be taken to ensure fair treatment.
5. The Army is an organization of people, and its success is based on their ability to perform in an environment of mutual respect, dignity and fair treatment. It is extremely important to me that incidents of sexual harassment do not interfere with a Soldier's ability to focus on our mission. If a Soldier, Family Member or Civilian feels a complaint is not receiving appropriate command attention, my door is always open and the HQUSACE Equal Employment Opportunity office staff is available to assist you.



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