



DEPARTMENT OF THE ARMY
WILMINGTON DISTRICT, CORPS OF ENGINEERS
69 DARLINGTON AVENUE
WILMINGTON, NORTH CAROLINA 28403-1343

CESAW-ZA

8 May 2026

MEMORANDUM FOR ALL WILMINGTON DISTRICT EMPLOYEES

SUBJECT: Commander's Policy Letter No. 2 - Equal Employment Opportunity (EEO)

1. References:

- a. AR 600-20, Army Command Policy, 15 April 2026.
- b. Army Regulation 690-12, Equal Employment Opportunity Programs, 6 February 2025.
- c. AR 690-600, Equal Employment Discrimination Complaints, 6 February 2025.
- d. 29 U.S.C. 791, The Rehabilitation Act of 1973, as amended.
- e. The Americans with Disabilities Act of 1990, Titles I and V, as amended.

2. The purpose of this letter is to provide policy and general information about the Equal Employment Opportunity Program. This policy applies to all personnel employed by the U.S. Army Corps of Engineers (USACE), South Atlantic Division (SAD), Wilmington District (SAW).

3. SAW is fully committed to the Army's EEO Policy and to fostering a workplace where every employee and applicant is treated with dignity, fairness, and respect. Equal employment opportunity shall be provided without regard to race, color, religion, sex, national origin, age (over 40), disability, genetic information, or reprisal for prior protected EEO activity. Unlawful discrimination, harassment, and retaliation are strictly prohibited, as they undermine trust, morale, and mission readiness. Our strength depends on cultivating a professional environment where all individuals can contribute their talents and achieve their fullest potential in support of our mission.

4. Supervisors and managers at every level throughout SAW are responsible for ensuring that EEO principles are fully integrated into all personnel policies, practices, and employment decisions. This includes recruitment, hiring, training, development, promotion, awards, discipline, and all other conditions of employment. Leaders must actively foster a workplace where the needs, perspectives, and contributions of all employees are recognized and valued, and decisions are based solely on merit, qualifications, and mission requirements.

5. All supervisors must demonstrate visible, engaged leadership in maintaining a workplace free from discrimination, harassment, and retaliation. They are expected to create an environment where respect, professionalism, and accountability are the standard, and concerns are addressed promptly, fairly, and effectively. Leadership performance in advancing, promoting, and supporting EEO principles and objectives shall be incorporated into managerial and supervisory performance plans and evaluated accordingly.

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5. SAW is committed to providing reasonable accommodation for qualified individuals with disabilities, sincerely held religious beliefs, and limitations related to pregnancy, childbirth, or related medical conditions, consistent with applicable law and policy. Supervisors and management officials must engage in a timely, interactive, and good-faith process to ensure employees have the support necessary to fully contribute to mission accomplishment.

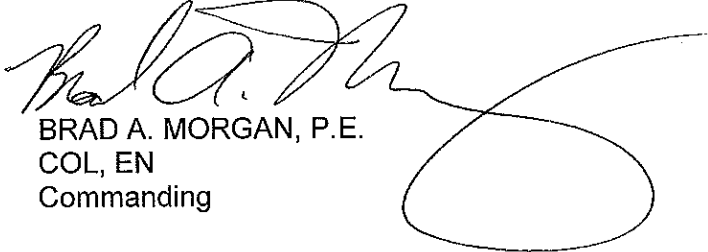
6. The EEO complaint process is available to all SAW employees and applicants without fear of intimidation, coercion, or reprisal. Employees who believe they have been subjected to discrimination, harassment, or retaliation are encouraged to seek resolution at the lowest possible level, including through their supervisory chain when appropriate. However, employees may contact the SAW EEO Office directly at any time for guidance, counseling, or to initiate the formal complaint process within 45 calendar days of the alleged discriminatory act. Retaliation against any individual for raising concerns, participating in the EEO process, or opposing unlawful practices will not be tolerated under any circumstances.

7. Achieving and sustaining a workplace grounded in fairness, dignity, and mutual respect is both a legal obligation and a mission imperative. Every member of SAW shares responsibility for upholding these principles. By fostering a culture of accountability and respect, we strengthen our workforce, enhance mission effectiveness, and ensure SAW remains a model employer dedicated to excellence, readiness, and service to the Nation.

8. All SAW employees must continue to demonstrate that USACE is the equal employment opportunity leader for the Nation and an institution wherein all can achieve their full potential. Everyone is responsible for complying with EEO laws and regulations. Together we can accomplish our goal to achieve a workforce that represents the strength of our Nation.

9. This letter supersedes all previous letters, same subject.

10. The point of contact is the Equal Employment Officer, 910-251-4887.



BRAD A. MORGAN, P.E.
COL, EN
Commanding