



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
**PACIFIC OCEAN DIVISION, CORPS OF ENGINEERS**  
**FORT SHAFTER, HAWAII 96858-5440**



CEPOD-EO (690)

19 October 2001

**COMMANDER'S POLICY MEMORANDUM #8**

**SUBJECT: Commander's Equal Employment Opportunity (EEO) and  
Equal Opportunity (EO) Policy**

1. As your Commander, I personally support the Department of the Army (DA) and the U.S. Army Corps of Engineers (USACE) EEO and EO program policies that all civilian and military personnel, to include applicants for employment, will be provided equal opportunity in all personnel actions and management decisions regardless of their race, sex, color, religion, age, national origin, physical or mental condition and reprisal.

2. People are the Corps' most valuable resource and caring for people are one of the key goals of our Corps Vision. To accomplish this goal, District Commanders will have a full time EEO Officer on staff to take care of our people throughout POD. All commanders, managers and supervisors, *must continue our work as a team to:*

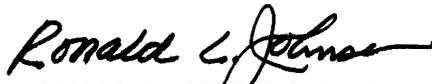
a. Support and maintain a work environment free of any form of discrimination. Provide EEO training annually to ensure that all personnel are kept aware of their EEO and EO responsibilities.

b. Recruit, select and develop people who represent the diversity of our Nation. Nominate and select highly qualified candidates, including minorities and women for career opportunities, developmental assignments and training programs to prepare for the many changes in the future. Continue to encourage each person to achieve his or her highest potential.

c. Develop EEO performance standards that are observable, measurable, attainable and correlate to DA and USACE EEO and affirmative employment program requirements.

3. The bottom line is simple. In POD, we'll follow the "Golden Rule" - we will treat others as we, ourselves, would want to be treated. We'll do this with sincerity so that every person is treated with dignity and respect.

4. I look forward to working with all of you in demonstrating my commitment that the U.S. Army Corps of Engineers is an equal opportunity employer of choice.

  
RONALD L. JOHNSON  
Brigadier General, U. S. Army  
Commanding

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