



DEPARTMENT OF THE ARMY
ST. PAUL DISTRICT, CORPS OF ENGINEERS
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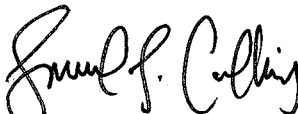
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07 Jul 16

MEMORANDUM FOR All USACE St. Paul District Employees

SUBJECT: Policy Letter No. 16-03, Reaffirmed Commitment to Equal Employment Opportunity and Affirmative Employment

1. As Commander of the St. Paul District I am committed to a work environment that supports equal employment opportunity for everyone without regard to race, color, religion, sex (pregnancy, gender identity/transgender), age, national origin, physical or mental disability, genetic information, or reprisal. The principles and practices of equal employment opportunity and affirmative objectives are an integral part of our mission. It is every employee's responsibility to support this commitment.
2. In adhering to the principles and practices of equal employment opportunity, management practices must be strictly applied without regard to race, color, sex (pregnancy, gender identity/transgender), religion, national origin, age, physical or mental disability, genetic information, or reprisal. I expect these principles and practices to be applied in every organization, every field site, and every duty station. Any hiring, advancement, training, recognition, etc., which is based on any factor other than merit, is unacceptable. Managers and Supervisors will identify any artificial barriers to hiring or advancement and correct them.
3. Performance ratings in the EEO element for supervisors must include objectives that are appropriate affirmative employment activities to correct deficiencies and achieve true equal employment opportunity. Where imbalances or lack of progress are evident, appropriate measures will be taken by supervisors to remedy the problem.
4. Providing fair and equitable treatment to all is the responsibility of everyone in the St. Paul District. Any actions that fail to uphold these tenets are unacceptable and should be immediately brought to the attention of appropriate officials.
5. This policy letter will be permanently posted on all official bulletin boards.


SAMUEL L. CALKINS
COL, EN
Commanding