



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS, NEW ORLEANS DISTRICT
7400 LEAKE AVE
NEW ORLEANS, LA 70118-3651

CEMVN-Z

27 September 2020

MEMORANDUM FOR ALL MEMBERS OF THE NEW ORLEANS DISTRICT

SUBJECT: Equal Employment Opportunity (EEO) Policy Statement (MVN-CPL #2020-05)

1. As the Commander of the U.S. Army Corps of Engineers, New Orleans District, I am fully committed to equal opportunity in employment for all employees and applicants. I am committed to creating and maintaining a work environment that is free from discrimination, intimidation, reprisal, and harassment.
2. Supervisors are to be vigilant in ensuring that all of their employees are treated equally when promoting, providing training, rewarding employees, approving telework, and in all other employment decisions. Every employee is unique and has something to bring to the team.
3. I fully expect all employees and supervisors, both military and civilian, to comply with equal opportunity principles and to take personal responsibility in helping the district apply these principles in implementing this policy.
4. Managers and supervisors, I challenge you to take the lead and set the example in a work environment that thrives on treating all people with dignity and respect. I expect you to act promptly to prevent and eliminate discrimination, harassment, and retaliation in the workplace – to include initiating or conducting an inquiry into allegations, even in the absence of an EEO complaint. Any employee who engages in discrimination or harassment in violation of the law or this policy may be subject to disciplinary action, including suspension or dismissal.
5. Discrimination in employment decisions on the basis of race, color, age (40 and over), sex (including pregnancy, sexual orientation and gender identity), disability (physical/mental), religion, national origin, genetic information, and reprisal (previous EEO activity/expressed opposition to discrimination) is prohibited, unlawful, and will not be tolerated. Individuals who believe that they have been discriminated against on the basis of any of the aforementioned prohibited factors should contact the EEO Office within 45 calendar days from the date the action or event occurred, or from the date that they became aware of it.

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6. The proponent for this memorandum is the MVN Equal Employment Opportunity (EEO) Office at (504) 862-2238.

STEPHEN F. MURPHY
COL, EN
Commanding