



DEPARTMENT OF THE ARMY
NASHVILLE DISTRICT, CORPS OF ENGINEERS
P. O. BOX 1070
NASHVILLE, TENNESSEE 37202-1070

IN REPLY REFER TO

CELRN-EO (100)

15 SEP 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Nashville District Equal Employment Opportunity/Anti-Discrimination Policy

1. The policy of the Nashville District is to provide equal opportunity in employment for all persons; prohibit discrimination in employment because of race, color, religion, sex, national origin, age, and/or disability; and promote the full realization of equal employment opportunity (EEO) through a continuing affirmative program to identify and eliminate barriers that impede free and open competition in the workplace.

2. In furtherance of this policy:

a. All employees and applicants for employment will receive equal employment opportunity, regardless of their race, color, religion, sex, national origin, age, and/or disability.

b. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.

c. Managers and supervisors will use sound personnel management practices and EEO principles in making employment decisions, e.g., hiring, merit promotion, reassignments, training and career development, benefits, and separations.

d. The District supports the rights of individuals to exercise their rights under the civil rights statutes, and will not tolerate reprisal against those who engage in protected activity.

e. Persons (supervisors or employees) who engage in discriminatory behavior or who take personnel actions based on a prohibited basis are subject to penalties ranging from written reprimand to removal from federal service.

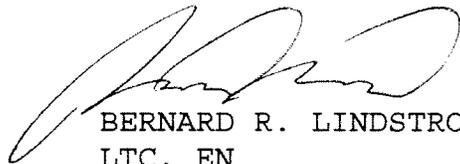
CELRN-EO (100)

SUBJECT: Nashville District Equal Employment Opportunity/Anti-Harassment Policy

3. Persons who believe they have been subjected to prohibited discrimination must contact the EEO Office for pre-complaint counseling within 45 days of the alleged act of discrimination, before they may file a formal EEO complaint. Other complaint avenues may include: Merit Systems Protection Board, U.S. District Court, Office of Special Counsel, or Engineer Inspector General. The EEO Office can provide more specific information about the various forums for addressing dissatisfaction in employment matters.

4. Managers and supervisors are responsible for ensuring the workplace is free of discriminatory practices or conduct. Ideally, employees will feel free to approach management when complaints or concerns arise so that issues can be resolved at the lowest level. However, if employees elect to bypass the supervisory chain and seek EEO Office assistance first, they have the right to do so without fear of reprisal.

5. The Nashville District is a diverse team of talented, hard-working individuals who all bring value to our organization. Our work environment should be one where every member is treated with dignity and respect, and is given the opportunity to perform to his or her full potential. I expect all of us to do our part in making such a workplace a reality.



BERNARD R. LINDSTROM
LTC, EN
Commanding

DISTRIBUTION:

All Nashville District Employees