



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS, MOBILE DISTRICT
100 CANAL STREET
MOBILE, AL 36602-1901

CESAM-EE

8 August 2025

COMMAND POLICY MEMORANDUM: CPM-EE-001

SUBJECT: Equal Employment Opportunity (EEO)

1. References:

a. AR 690-600, Equal Employment Opportunity Discrimination Complaints,
6 February 2025

b. U.S. Code of Federal Regulation (CFR) 29 1614.102, 10 April 1992

2. The policy of the Mobile District is to:

a. Provide Equal Employment Opportunity (EEO) for all applicants and employees.

b. Prohibit discrimination in employment based on race, color, national origin, religion, sex (including sexual harassment), age (40 and older), disability, genetic information, and reprisal for opposition to unlawful discriminatory practices or participation in the EEO complaint process.

c. Take appropriate corrective and/or disciplinary action in any case where discrimination is found.

3. All supervisors and managers at the Mobile District will adhere to the letter and spirit of equal employment. When managers and supervisors exercise sound equitable personnel management practices, there should be few instances of employee dissatisfaction. However, should an allegation of discrimination arise, I encourage employees to voice their concerns to management or the EEO Office freely and without fear of reprisal.

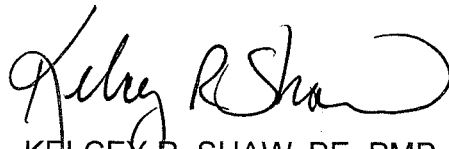
4. Each employee deserves to be treated with dignity and respect. Any perception of unfair treatment, unequal consideration or sexual harassment detracts from individual effectiveness. Individuals who wish to initiate a complaint of discrimination based on any of the protected categories listed above should report to the EEO Office within 45 calendar days of the personnel action or event believed to be discriminatory.

5. The Mobile District has set the pace for the Corps in many areas. We are a workforce with diverse backgrounds, experiences, attributes, and talents. Understanding and respecting our differences will result in a more efficient

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organization as well as create a work environment where everyone feels he or she is an important member of the team. I encourage all District team members to support my policy on Equal Employment Opportunity.

6. Point of contact for this action is Catherine Cummings, Chief Equal Employment Opportunity, (251) 694-4000, or catherine.m.cummings@usace.army.mil.



KELCEY R. SHAW, PE, PMP
COL, EN
Commanding