



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS, MOBILE DISTRICT
100 CANAL STREET
MOBILE, AL 36628-1901

CESAM-EE

8 August 2025

COMMANDER'S POLICY MEMORANDUM: CPM-EE-004

SUBJECT: Anti-Harassment Policy

1. References:

- a. Equal Employment Opportunity Management Directive (MD) 715, 1 October 2003
- b. AR 600-20, Army Command Policy, 6 February 2025

2. All employees in the Mobile District have the right to a workplace free of harassment regardless of race, color, national origin, religion, sex, age (40 and older), disability, genetic information, and reprisal for opposition to unlawful discriminatory practices or participation in the EEO complaint process.

3. Harassment is considered misconduct that undermines the integrity of employees, debilitates morale, and interferes with work productivity. It includes, but is not limited to, any offensive conduct such as slurs, jokes or other verbal, nonverbal or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance and/or creating an intimidating or hostile work environment. Even if a single utterance, joke, or act does not rise to the level of actionable harassment under the law, such conduct is contrary to Army Values.

4. I am committed to an environment of mutual respect, dignity, and fair treatment. Harassment in any form will not be condoned or tolerated in the Mobile District. Leaders at all levels must guard against harassment and should proactively ensure that the work environment is free from all forms of harassment. Individuals who wish to initiate a complaint of discrimination based on harassment, including sexual harassment, should contact the EEO Office within 45 calendar days of the alleged incident.

5. The Mobile District is a great place to work due in large part to the respect and concern employees demonstrate for one another. Mission accomplishment is best achieved when we all work towards an environment that is harmonious, supportive, and conducive to maximizing the effectiveness of one team. I am counting on each of you to help the Mobile District remain one of the best organizations in the Army.

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