



**DEPARTMENT OF THE ARMY**  
**ST. PAUL DISTRICT, CORPS OF ENGINEERS**  
**SIBLEY SQUARE AT MEARS PARK**  
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**ST. PAUL MN 55101-1638**

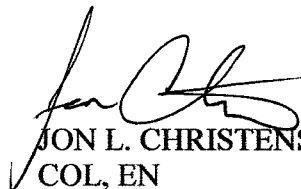
CEMVP-EE

08 JUN 2007

MEMORANDUM FOR All Employees, St. Paul District

SUBJECT: Policy Letter No. 04-06, Equal Employment Opportunity and Affirmative Action

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, age, national origin, physical or mental disability, and/or reprisal. The principles and practices of equal employment opportunity and affirmative action goals and objectives are in 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, religion, national origin, age, physical/mental disability, and/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. Any artificial barriers to hiring or advancement must be identified and corrected.
3. Performance ratings in the EEO element for supervisors must include objectives that include appropriate affirmative action activities to correct deficiencies and achieve true equal employment opportunity. Where imbalances or lack of progress are evident, appropriate measures will be taken 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 posted permanently on all official bulletin boards.

  
JON L. CHRISTENSEN  
COL, EN  
Commanding