



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
WALLA WALLA DISTRICT, CORPS OF ENGINEERS  
201 NORTH THIRD AVENUE  
WALLA WALLA WA 99362-1876

CENWW-EE (690-12b2)

10 July 2012

COMMANDER'S POLICY LETTER NO. 2

SUBJECT: Equal Employment Opportunity and Affirmative Employment Policy

1. As District Commander, I am personally committed, and strongly endorse, equal employment opportunity for all employees and applicants for employment on the basis of merit, without regard to race, color, religion, gender, age, national origin, or physical/mental disability.
2. Equal Employment Opportunity must be an inherent part of all personnel policies, procedures, and practices that affect employment decisions and personnel actions, including recruitment, selections, promotions, training, and professional development. These programs are equally applicable when recognizing, rewarding, disciplining, and in providing proper working conditions for all.
3. This District continues to make positive strides toward equal employment opportunity; however, we must not become complacent. My objective is to promote full realization of Equal Employment Opportunity through a continuing affirmative employment program that aims to eliminate discrimination based on factors irrelevant to job performance. Our recruitment and strategic planning efforts must focus on closing the gap on representation of racial, national origin, or gender groups in mid- and upper-level occupations where disparities continue to exist.
4. I ask that each and every team member of the Walla Walla District commit to this policy. Discrimination cannot and will not be tolerated. We must promote a culturally diverse workforce and a work environment that allows all employees to achieve their full potential. Our mission is dependent on it.
5. Employees will be free from restraint, interference, coercion, harassment, and reprisal when filing a complaint under the Equal Employment Opportunity process. Complaints will be processed promptly and impartially with due regard for the rights of personnel involved. Every effort will be made to resolve complaints at the earliest possible stage.

CENWW-EE

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6. This policy statement will be published and placed on all official bulletin boards as well as incorporated into new employee orientation packets.

/s/ 7/10/12  
ANDREW D. KELLY  
LTC, EN  
Commanding

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