



**US Army Corps  
of Engineers®**  
New Orleans District

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CEMVN-DE (EO/HR/OC)

28 September 2010

MEMORANDUM FOR ALL MEMBERS OF NEW ORLEANS DISTRICT

SUBJECT: Equal Employment Opportunity (EEO) Policy Statement

1. As the Commander of the U.S. Army Corps of Engineers, New Orleans District, I am fully committed to equal opportunity for each of the District's employees. We're all different and we grow as people when we learn to be aware of, and appreciate, those differences. In fact you will find that our individual differences can often become the greatest source of our collective strength.
2. Equal Employment Opportunity means that we all have an equal chance at promotions, training, awards, etc. And that's just the first part. Beyond that, EEO means giving all employees the dignity and respect they deserve. Everyone in this District is an important member of the team. I expect each employee of this District to treat others with dignity and respect.
3. Each of us is unique. Therefore equal employment opportunity means more than "treat everybody the same." More accurately, it means "provide equal opportunity in employment for all people, and to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, or reprisal." The employees of the New Orleans District represent a "team of teams." While we can be proud of the progress we have made in equal opportunity, there is still work to be done. In the meantime, every District employee can expect to be treated with dignity and respect – from superiors, from co-workers, and from subordinates.

EDWARD R. FLEMING  
Colonel, EN  
Commanding