



DEPARTMENT OF THE ARMY  
SEATTLE DISTRICT, CORPS OF ENGINEERS  
4735 EAST MARGINAL WAY SOUTH  
SEATTLE, WA 98134

SEP 30 2003

REPLY TO  
ATTENTION OF

CENWS-DE

MEMORANDUM FOR All District Employees

SUBJECT: POLICY MEMORANDUM NO. 4

Policy on Racial or Ethnic Epithets, Slurs, and Sexually Oriented Comments

1. **General.** Degrading and demeaning racial or ethnic epithets, slurs, and sexually oriented comments, jokes, or innuendo will not be permitted in Seattle District. Our policy is zero tolerance.
2. **Applicability.** This type of unacceptable behavior will not be tolerated and will be addressed in a swift, fair, and effective manner.
3. **Responsibility.** As Commander, I am committed to maintaining a professional work environment free of hostile, intimidating, or offensive influences. I count on each member of the organization to support this objective.

A handwritten signature in black ink that reads "Debra M. Lewis".

DEBRA M. LEWIS  
Colonel, Corps of Engineers  
Commanding