



**US Army Corps
of Engineers®**

District
Commander



Col. Robert J. Dink

EEO
Staff



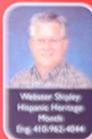
Pharis O. Johnson
Acting EEO Officer
410-962-4334



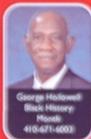
Bertha Brownson
EEO Assistant
410-962-4334

Equal Employment Opportunity

Special
Emphasis
Program
Managers



Webster Skyles
Hispanic Heritage
Month
Eng. 410-962-4044



George Hollowell
Black History
Month
410-471-6003



Norberto Terry/ Mjans
Asian/Pacific Islander
Month
410-962-2782



Loreeta Hodson
Subsistence WAGE
Observance (MAG)
302-764-0010



Bertha Brownson
FEW & Women's
Equality Day
410-962-4334



George Hollowell
Dr. King's Birthday
Celebration
410-675-4883



Joyce Eiler
National Disability
Awareness
Eng. 410-962-4044



Del'Van-Garde/
Native American/
Alaskan Native
Center 410-962-2904



Kimberly Jera
Family and Friends
Activity
Eng. 410-962-2940



Bertha Brownson
Women's History
Month
EEO: 410-962-4334

EEO
Counselors



Jennifer Pruitt
Safety
410-962-4102



Alexandra Crawford
PPM2
410-962-3830



Bertha Brownson
EEO
410-962-4334



Charlotte Gurbis
EEO
410-962-4390



Joyce Eiler
Eng.
410-962-4044



Datta Ford
Eng.
410-962-4736

The EEO office exists to ensure a working environment free of discrimination and to provide for equal opportunity in all aspects of employment. To accomplish this goal, the EEO office consists of three central programs: the Affirmative Employment Program (AEP), Special Emphasis Program (SEP), and the Complaint Processing System.

The Affirmative Employment Program identifies barriers in employment for women, minorities, individuals with disabilities, and disabled veterans and sets goals and objectives for the elimination of the identified barriers. The plan also includes initiatives to address under-representation, a comprehensive action plan to prevent sexual harassment in the workplace, and other affirmative action efforts.

Special Emphasis Programs have been established to address the

employment issues and concerns of Woman; Hispanic Americans; African Americans; Asian Americans/ Pacific Islanders; American Indians/ Alaskan Natives; Individuals with Disabilities; and Family Oriented Activities (e.g. Bring Sons and Daughters to Work). The SEP managers goal is to achieve a diverse civilian awareness and representation within each major organizational component in the Baltimore District, and to ensure reasonable accommodation and non-discrimination of individuals with disabilities.

The Complaint Processing System provides employees and applicants with a means of redress in instances in which they believe that they have suffered discrimination. If you have been discriminated against on the basis of Race, Color, Religion, Sex, National Origin, Age, Physical or Mental Disability, or Reprisal, you must contact the EEO office within

45 calendar days of the alleged discriminatory act or incident. During the informal inquiry, the EEO Officer may offer Alternative Dispute Resolution (ADR) to the complainant; or the EEO Officer will assign an EEO Counselor to conduct an inquiry into the allegation(s) and attempt resolution. If ADR is unsuccessful in resolving the complaint; or, if the EEO Counselor is unable to resolve the complaint within the allotted timeframe, the complainant will be given a final interview and a written notice of Right to File a Formal Complaint. The Formal Complaint must be filed with the EEO office within 15 calendar days of receiving this notice.