



DEPARTMENT OF THE ARMY  
CORPS OF ENGINEERS, OMAHA DISTRICT  
106 SOUTH 15TH STREET  
OMAHA, NEBRASKA 68102-1618

REPLY TO  
ATTENTION OF:

CENWO-DE

13 November 2001

COMMANDER'S POLICY MEMORANDUM #9

SUBJECT: Omaha District Policy on the Consideration of Others (CO2) Program

1. As Commander, I am committed to a work environment that supports treating all individuals with respect, dignity, and regard for others' needs. Consideration of Others is those actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's own behavior on them. The CO2 program is a core value to be practiced by every member of the District.
2. Consideration of Others is a basis for building a firm foundation of trust among the work force and in our relationships with the public we serve. I submit that we will internalize and institutionalize CO2 as a basic philosophy throughout the District. This philosophy will serve to assist us in eradicating harassment of any kind, prejudice, insensitivity, discrimination, offensive behavior, verbal abuse, and basic thoughtlessness.
3. Formal implementation of the program calls for lessons, case studies, and discussion groups. While formal programs will be presented, CO2 must be incorporated into the very fabric of the District's mission and way of doing business.
4. Leadership involvement at all levels is the essential ingredient to a successful program. I expect each employee, supervisor and manager to be held accountable for their actions, and to make contributions toward maintaining a positive and highly professional work atmosphere. I look for your support and participation in the Consideration of Others Program.

A handwritten signature in black ink that reads "Kurt F. Ubbelohde".

KURT F. UBBELOHDE  
Colonel, EN  
Commanding

DISTRIBUTION:  
G