THE COMMANDANT OF THE UNITED STATES COAST GUARD
Washington, DC 20593

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

Our Core Values of Honor, Respect and Devotion to Duty demand our commitment and dedication to a workplace free of discrimination and harassment. Sustained mission excellence requires it. Federal law and policy compel it. Our *duty to people* is founded upon it.

Discrimination and harassment are incompatible with our Service. We will respect those we serve and those who serve with us. We will cultivate and sustain a work environment that is free from conduct that unreasonably interferes with an individual's work performance or creates an intimidating, offensive or hostile work environment based on an individual's race, color, national origin, religion, sex (including sexual orientation), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity (EEO) activity or any other basis protected by the law. We will proactively address such conduct before it affects our people and our mission performance. Each Coast Guard member will be familiar with our EEO policies to prevent and eliminate all forms of discrimination and harassment.

The Coast Guard's Civil Rights Directorate website contains guidelines for appropriately reporting and responding to incidents of unlawful discrimination and harassment: http://www.uscg.mil/hq/cg00/cg00h/. Coast Guard members who believe they have been subjected to unlawful discrimination and/or harassment should report it, as well as any suspected retaliation or reprisal related to a harassment complaint. Reports shall be made promptly through the supervisory chain of command, the local Civil Rights or Human Resources Offices, or through other appropriate grievance procedures. All complaints and reports alleging unlawful discrimination and/or harassment will be processed promptly, thoroughly, impartially and through a process that protects privacy. In cases where it is determined that discrimination and/or harassment has occurred, leaders and managers will take immediate and appropriate corrective action.

At all times, we will provide an environment that promotes dignity, respect, fairness and inclusion. These are essential elements to the sustainment of operational excellence, a positive command climate and a healthy work environment. *It's who we are.*

PAUL F. ZUKUNFT
Admiral, U.S. Coast Guard