



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

## EQUAL OPPORTUNITY POLICY STATEMENT

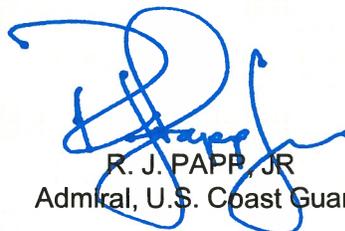
The U.S. Coast Guard is strengthened and heartened by the talents and skills of its diverse workforce. Thus, every one of its members should expect and demand the opportunity to work, develop and achieve his or her full potential, whether serving as a member on active duty, drilling Reservist, civilian employee or Auxiliary volunteer. Adherence to Equal Opportunity principles and our core values of Honor, Respect, and Devotion to duty will promote positive command climates and enhance mission readiness and execution.

Everyone in the Coast Guard must work together to prevent and eliminate all forms of discrimination that violate law or policy including practices and procedures that discriminatorily impact our workforce, applicants for employment, and those seeking to participate in or receive benefits from Coast Guard-sponsored programs.

All Coast Guard personnel shall:

- Reach out widely and in previously untapped markets to identify highly qualified applicants for enlistment, officer accession, civilian employment and Auxiliary enrollment;
- Recruit, retain, train, develop, promote, reward, and deploy a highly capable, diverse workforce in a fair and consistent manner on the basis of merit;
- Provide reasonable accommodations for qualified applicants and employees with disabilities;
- Maintain a work environment free from unlawful discrimination, reprisal, and harassment;
- Ensure all men and women of the Coast Guard are educated about their rights and responsibilities under Federal civil rights laws; and
- Act promptly, appropriately and effectively to endorse this policy and to ensure personal accountability by all members of the Coast Guard.

I expect every Coast Guard member, military and civilian, to be treated equally, fairly and with dignity and respect without any regard to race, color, national origin, religion, sex (including sexual orientation), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected EEO activity, or any other basis protected by the law. Those who do not demonstrate these values will be held accountable.



R. J. PAPP, JR.  
Admiral, U.S. Coast Guard