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US COAST GUARD

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COAST GUARD HISTORY

Captain Frank H. Newcomb: Hero and Champion

PART II *Cont. from March Edition*
During the 1898 Spanish-American War, President William McKinley recommended Frank Newcomb for a specially struck congressional gold medal for commanding the Revenue Service Cutter HUDSON and rescuing a U.S. Navy gunboat from the withering fire of Spanish shore batteries at Cardenas Bay, Cuba. In 1910, he retired as a captain commandant, a flag rank by today's standards. While Newcomb distinguished himself commanding a cutter in battle, he spent much of his career working as a field officer and inspector for the United States Life-Saving Service. Throughout his career, Newcomb championed the rights of those whose efforts merited recognition and promotion. *(To be continued in the next issue of Civil Rights On Deck.)* Source: Dr. William H. Thiesen, LANTAREA Historian

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NEW ACTION TO ENGENDER EARLIER DECISIONS, REDUCED WORKLOAD



Under the Department of Homeland Security's delegation, Coast Guard now makes final decisions in military discrimination claims. Delegation to Coast Guard represents both agencies' desire for speedier reconciliations which induce all parties to resume working relations unburdened by pending disputes. This action also assists DHS by eliminating a portion of their already heavy workload.

Pictured in the Office of Civil Rights at signing of the first decision since the delegation: (seated l-r) Ms. Francine Blyther, Investigations and Response Branch Chief; Ms. Terri A. Dickerson, director; Ms. Barbara Stewart, Team Lead; (standing l-r) Mr. Gem Tolentino, EEO Specialist; LT Kurt Schulte Military EO, Ms. Jennifer Johnson, EEO Specialist; CDR Cassandra Johnson, Senior Military EO.

COMPLAINTS CORNER

Congress Expands Americans with Disabilities Act (ADA)



Under the new ADA Amendments Act, effective January 1, 2009, Congress broadened the definition of disability and rejected past U.S. Supreme Court decisions that had narrowed this law's coverage.

How does this affect Federal employees? The Rehabilitation Act, uses ADA standards to determine whether a person has a qualifying disability. It covers all federal employees, applicants for employment and former employees. Prior to these new amendments, ADA and EEOC regulations defined a disability as a "physical or mental impairment that substantially limits one or more major life activities." Life activity was defined as functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. **Under the new Act**, major life activities include, all of the above functions, plus eating, sleeping, standing, lifting, bending, reading, concentrating, thinking, communicating; and the operation of major bodily functions such as, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions. A major life activity may be limited by an impairment that is episodic or in remission.

We look forward to applying EEOC's new guidelines on ADR when they are finalized and published.

VISIT OUR "COMMENT AND SUGGESTION" BUTTON AT
[HTTP://WWW.USCG.MIL/HQ/CG00/CG00H/](http://www.uscg.mil/hq/cg00/cg00h/)

CLOSURE FOR PEA ISLAND DESCENDENT'S FAMILY



The family of William Irving, Keeper for Coast Guard's Pea Island Lifesaving Station, could not be located in 1996 when the other descendants of that crew received the Gold Lifesaving medal for a daring rescue. The family recently contacted RADM Stephen Rochon (Ret), Director of the Executive Residence, White House, who while on active duty had produced a moving documentary featuring the brave African American men of the Pea Island Station, and the rescue they performed in 1896 near the Outer Banks of North Carolina. Pictured: RADM Rochon, great Niece of William Irving Ms. Marion Jones, and Vice Admiral Vivien Crea. As guest speaker, RADM Rochon related the story of the

dramatic rescue leading to the Gold Lifesaving Medal, and the combination of hard work, tenacity and luck that led to locating all of the descendants. Also in attendance at the historic commemoration were the last surviving member of the Pea Island crew, LT Herbert Collins (Ret) and Ambassador George Haley, brother of the late author/journalist Alex Haley, a Coast Guard member 1939-1959.

ONE-STOP CG PARTNERSHIP IN EDUCATION SHOP

Looking for guidance, ideas, or where to file reports for your Partnership in Education Efforts? Content of the CG Partnership in Education (CGPIE) micro-site has now migrated to CG Portal. Find CGPIE messages, communications, announcements, at the PIE Team Place, go to [www.https://cgportal.uscg.mil/lotus/myquickr](https://cgportal.uscg.mil/lotus/myquickr), click on manage places, then click on "Partners In Education." For information, contact the CGPIE coordinator, Ms. Gwendolyn White at Gwendolyn.E.White@uscg.mil or (202) 372-4519.

CIVIL RIGHTS OFFICE WELCOMES NEW SHIPMATE!

Ms. Jennifer Johnson joined the Civil Rights Office in April as an Equal Employment Opportunity Specialist. Among other duties, Ms Johnson will be writing the final agency decisions or actions in Equal Opportunity (EO) complaints filed by uniformed military personnel. Ms Johnson brings more than thirty years experience in the civil rights and equal employment opportunity compliance and enforcement in both the public and private sectors as a Mediator, supervisory investigator and compliance officer. She has worked with diverse entities such as, Consolidated Edison of NY, the New York City Human Rights Commission, PEPCO and WMATA and by contract supporting Transportation Security Administration and the U.S. Coast Guard. Ms Johnson holds B.A. and J. D. degrees from Howard University, Washington, DC.



TRAINING OPPORTUNITY (EEO COUNSELOR)



The Defense Equal Opportunity Management Institute (DEOMI) is offering Equal Employment Opportunity Basic Counselor Program (EEOBCP), 8-11 September 2009. The course focuses on inter/intrapersonal and organizational aspects of EEO and develops knowledge and skills that allow graduates to serve as effective collateral-duty EEO counselors. Course modules include the causes and effects of discrimination, EEO programs for Federal employees/applicants for employment, civilian personnel/human resource management and valuing diversity. It concentrates on the roles and responsibilities of EEO Counselors, communication and interviewing skills, documenting EEO inquiries, and resolving EEO Complaints (including alternate dispute resolution).

Military and civilian personnel interested in this and other DEOMI training courses, please visit www.DEOMI.org. All current Military and Civilian counselors who have not received their required annual training are encouraged to attend. Please submit a Short Term Training Request (CG-5223) via the chain of command to CG-00H point of contact, Ms. Yvette Laurie-Johnson at Yvette.laurie-johnson@uscg.mil.