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US COAST GUARD

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NUMBERS

20,000—According to the Pentagon, the number of Native American Indian and Alaskan Native people in uniform.

NEW POLICY STATEMENTS

The Commandant has replaced the Coast Guard Sexual Harassment Policy Statement (COMDTINST 5350.21D) with a new comprehensive Anti-Discrimination and Anti-Harassment policy. Posters reflecting the new policy have been sent to all units on the distribution list. To view or print the policy via CG Central, please access the Coast Guard Office of Civil Rights webpage at <http://cgweb.comdt.uscg.mil/g-h/>.

PRE-EMPLOYMENT ADVICE

Inquiry Not Recommended: Have you ever applied for disability? **Recommended Inquiry:** Do not make inquiries designed to disclose a disability.

OFFICE OF CIVIL RIGHTS

- Ms. Terri Dickerson, Director
- CAPT Joseph Kolb, Deputy
- Ms. Tina Calvert, Compliance and Liaison
- Ms. Arlene Gonzalez, Policy & Plans
- Ms. Talisha Rosen, Resource Management/Strategic Planning
- Ms. Francine Blyther, Investigations and Response

Best Practices, Photos to share?
Send to Civil Rights on Deck,
2100 Second St, SW Suite 2400,
Washington DC 20593, 202-372-4500 Fax 202-372-4967 or by e-mail, deborah.i.gant@uscg.mil



1945: The first five African-American females entered the Coast guard Women's Reserve (known as SPARs after the motto Semper Paratus, 'Always Ready'). They were Olivia Hooker, Yvonne Cumberbatch, D. Winifred Byrd, Julia Mosley, and Aileen Cooke. VADM Vivien Crea will host an event honoring SPARs in Washington, DC on September 6. (See p. 2 for details.)

2007 BIG NATIONAL ANNUAL TRAINING CONFERENCE



The Blacks in Government (BIG) National Annual Training Conference, held at ▲ The Grand Old Opryland Hotel in Nashville, TN, 13-17 August 2007, included a Coast Guard Agency Forum sponsored by the Coast Guard Chapter. Mr. Larry Houston, National Special Emphasis Program Manager, Office of Civil Rights was awarded the Department of Defense Blacks in Government Civilian Meritorious Award. Pictured (standing, left to right) PERS3 Jerry Brown, COMDT CG-122, Mr. Houston, HSC Tyrone Anderson, ISC New Orleans and Ms. Gloria Townes, ELC Baltimore. Seated (left to right): Ms. Anitra Green, ELC Baltimore, Ms. Terri Dickerson, Director Office of Civil Rights, Ms. Robin Evans, NIH, Ms. Luanna Straker, ELC Baltimore and Ms. Cassandra Ross, ELC Baltimore. LT Mark Braxton, Civil Engineer Instructor, Coast Guard Academy (not pictured) received an award for Military Meritorious Service

THE COMPLAINTS CORNER



FINAL AGENCY DECISIONS

Between April and July 2007 the Coast Guard reached final action status on three equal opportunity cases. One found no discrimination; one was dismissed, and parties reached a compromise in the third.

1. Filed in 2004 based on age and reprisal for prior EEO activity. Issue: Complainant alleged reassignment was improper. Decision in brief: EEOC determined that Complainant failed to prove discrimination was the motive for management's action.
2. Filed in 2007. Based on gender (male). Issues: Complainant alleged that management failed to consider pertinent documents and made false statements. In Brief: DHS determined that the complainant failed to file within the regulatory timeframe, failed to state a claim, and was accessing the EEO process improperly (to address a decision previously rendered in another forum.)
3. Filed in 2005. Based on Race, gender (female) and reprisal for non-selection. In Brief, the complaint was dismissed after parties reached a resolution. The agreement reflects both parties' interest in resolving the dispute amicably and assigns no wrongdoing or liability to either party.

UPCOMING EVENTS!



SEPTEMBER

* Coast Guard Women's Reserves (SPARS) 65th Birthday Luncheon, 11:30 am to 1:00 pm, Transpoint Building Room 2415 (Washington, DC). Special Guests: Coast Guard SPARS. Speakers: VADM Vivien Crea, RADM Jody Breckenridge. RSVP to Bernadette. T. Fortenbaugh@uscg.mil.
* 15th, Hispanic Heritage Month begins.
* 6th; National LATINA Symposium; Host: LATINA Style Magazine, Washington, DC, 800-651-8083, www.latinastyle.com

EEOC TRAINING INSTITUTE SEPTEMBER

* 5th; EEO Refresher Training for Counselors;
* 5th-6th; EEO Training for Managers and Supervisors
10th-14th; EEO Training for New Investigators, Washington, DC, visit www.eeoc.gov

OCTOBER

* 4th-6TH; National Society of Hispanic MBAs (NSHMBA), Houston, 877-467-4622, www.nshmba.org
* 20th-23rd; Hispanic Association of Colleges and Universities 21st Annual Conference "Championing Hispanic Higher Education Success: A National Imperative for the 21st Century," Chicago, Illinois, 202-833-8361 or www.hacu.net
* 11th-14th Annual Hispanic Engineer National Achievement Awards Conference (HENAAC) "Rising to the Challenge," San Diego, California, Erika Lopez Ph 323-262-0997, Fax 323-262-0946, erika@henaac.org

Civil Rights Office Welcomes New Shipmates!



The office of Civil Rights welcomed Ms. Talisha Rosen in June 2007 as team leader for Strategic Plans and Resource Management. Ms. Rosen is a Coast Guard reservist with 15 years of service. She was previously assigned to the Coast Guard Headquarters Office of Reserve

Affairs, as Reserve Program Strategic Planning Officer, and earlier, to ISC New Orleans as funds manager.



SKC Mickey Skiles, joined the Strategic Plans and Resource Management Team as a LUFTS Analyst in July 2007. He will be working closely with Ms. Rosen to manage the Civil Rights Budget.

LCDR Cassandra Y. Johnson (not pictured) reported for duty in August 2007. She is assigned to the Policy and Plans Division as the Senior Military Equal Opportunity Officer. Some of her responsibilities will include serving as the EO Review Program Manager and EO Sub-Committee Chair for the Commandant's Diversity Advisory Council. LCDR Johnson comes to civil rights from ISC Alameda and brings a wealth of relevant experience gained from various assignments throughout her career, including service as the EO Advisor at the U.S. Coast Guard Academy.

HIRING HEROES CAREER FAIR

You are cordially invited to participate in the

Hiring Heroes Career Fair
Job opportunities for wounded service members, their spouses, and family members

American Lake Community Center
Fort Lewis, WA
Tuesday, September 11, 2007
9a.m. to 3 p.m.

Registration is free and booth space is limited!
Register through Friday, August 27, 2007 at:

http:
www.godefense.com/conference/hiringheroesftlewis09112007/index.html

USCG MULTI-CULTURAL DAY CELEBRATION

USCG Headquarters Support Command, Special Emphasis Program sponsored a Multi-Cultural Day event at James Creek Marina in Washington D.C. on 21 June 2007. The event featured African dancers and drummers, Latin dancing, a Chicago Step demonstration, Filipino, Mexican, Brazilian, African and Indian food samplings. Ms. Paula E. Davis, COMDT CG-22, was recognized as the Special Emphasis Program Coordinator of the year. Pictured right to left: CAPT Jack R. Smith, Commanding Officer, Coast Guard Headquarters Support Command, Ms. Davis and Mr. Jerry Jones, Headquarters Area, Civil Rights Director.

