

CIVIL RIGHTS ON DECK



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Volume 11, Issue 8

August 2016

Policy Updates: Transgender Service Members



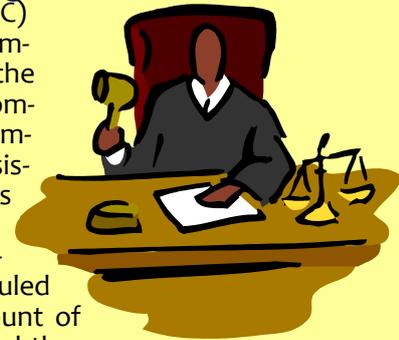
The Coast Guard announced ([ALCOAST 253/16](#)) plans to begin updating its policy to allow transgender members to serve in the military. Effective now, qualified service members may not be involuntarily separated, discharged, denied reenlistment or denied continuation of service, solely on the basis of their gender identity. The ALCOAST includes a host of planned actions, dates, guidance, and resources. To learn more, visit: https://www.uscg.mil/announcements/alcoast/253-1_ALCOAST.txt Submitted by Mr. Kyle Malloy



The Coast Guard is proud of its annual tradition, honoring the achievements and contributions that Hispanic Americans have made to the nation and to its missions. During National Hispanic Heritage Month, Sept. 15 to Oct. 15, we encourage commands to promote activities and events that commemorate the rich cultural heritage of Hispanic Americans at Coast Guard facilities and in the communities we serve. This year's theme is "Embracing, Enriching and Enabling America." If you need assistance with planning a special observance, contact your servicing [civil rights service provider](#). Additionally, if you are planning a program and would like to share it with the workforce, please post it on the Special Emphasis Program site at <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP/default.aspx>.

U.S. Post Office Ordered to Pay \$150,000 in Damages

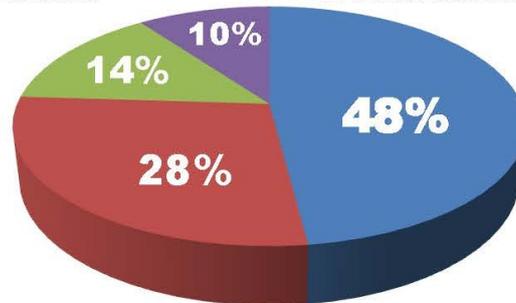
The U.S. Equal Employment Opportunity Commission (EEOC) overturned a \$13,000 award following an appeal filed by an employee of the United States Postal Service (USPS). Initially, the employee filed an Equal Employment Opportunity (EEO) complaint against the USPS based on his hearing disability. The employee complained that management and co-workers consistently harassed him about the audio feedback noise from his hearing aid. He claimed, over the years, that managers and other employees called him names, mistreated him and ignored his request for an assistive accommodation. The EEOC ruled in favor of the employee and awarded damages in the amount of \$175,000. The judge found that the Agency not only subjected the employee to harassment, but it also failed to appropriately provide the employee a reasonable accommodation. The Agency accepted the EEOC's decision, but denied the awarded amount; instead, the Agency gave the employee \$13,000. The employee appealed the amount to EEOC. Upon reexamination of the evidence, the EEOC found that \$13,000.00 was insufficient, and ordered the Agency to pay the employee \$150,000. See *Brendon L. v. United States Postal Service*, EEOC Appeal No. 0120141161 (February 3, 2015). Submitted by Ms. De Lesa Hanson



Coast Guard Mobility Program Excels

Breakdown of Mobility Customers

- Civilian
- Service Members
- Visitors
- Contractors



The Coast Guard Mobility Program is an assistive service that provides accommodations (motorized scooters and wheelchairs) for Coast Guard members, applicants and visitors with temporary mobility conditions. The program launched at Coast Guard Headquarters, and is now branching out to field locations. Its usage is in high demand. Since its implementation on Feb. 1, the program provided

20 scooters and 7 wheelchairs to Coast Guard members and visitors. Recently, the Civil Rights Directorate (CRD) added three additional scooters to meet the demand. The Coast Guard Mobility Program is a best practice that supports its reasonable accommodation program. For information about establishing a mobility program at your command, please contact Ms. Carolyn Hunter at carolyn.hunter@uscg.mil or 202-372-4264. Submitted by Ms. Whitney Pullen



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Affinity Groups Honor Top Performing Service Members



The National Association for the Advancement of Colored People (NAACP) and the League of United Latin American Citizens (LULAC) recently presented Coast Guard members with excellence in service awards. ▲ **Pictured** above: Petty Officer 1st Class Sheldon Williams (left) stationed at Coast Guard Base Alameda, and LT Kimberly Young-McLear (right) stationed at the United States Coast Guard Academy. ▼ **Pictured** below (left to right): LTJG Ray Lopez serving at Coast Guard District 7, Deputy Commander Force Readiness Command Dr. Gladys Brignoni, member of Coast Guard leadership and Ms. Irma Fuentes serving at Civil Engineering Unit in Miami, Fla. Submitted by Mr. Juan Torres



Coastie Highlights Valuable Mediation Experience



Being a member of the Department of Homeland Security (DHS) mediation team, called the Shared Neutrals Program, has proven to be an opportunity to grow both professionally and personally. Members of the team are tasked with a process called alternative dispute resolution (ADR). ADR helps facilitate communication so two co-workers can come to a solution during a conflict. After volunteering to be part of the Shared Neutral Program, I was sent to mediation training where I learned the tools and skills I needed for ADR. I learned how to help both parties communicate more effectively, while identifying what each person wanted from the discussion. The training and experience I have gathered from these mediations have helped develop professional skills applicable to any job. Also, mediation allows me to help people by providing assistance to find solutions while creating a more peaceful work environment. If you are interested in becoming a Shared Neutral Mediator, please contact Nichole Milline, ADR Manager at 202-372-4504. Submitted by CDR Kimberly Chesteen.

Civil Rights Directorate All-Star Returns

Ms. Pamela Johnson rejoins the Civil Right Directorate as an Equal Employment Opportunity (EEO) manager in Cleveland, OH. Ms. Johnson holds a Bachelor's degree in Sociology and a Master of Business Administration in Human Resource Management. Ms. Johnson has 22 years of EEO and administrative experience with the Army, Coast Guard and the Defense Contracting Audit Agency. Welcome back Ms. Johnson!



Remember: Department of Homeland Security's Inaugural Equal Employment Opportunity (EEO) and Diversity Training Conference is September 13th & 14th.



Zeva Kenny Jacksonville, FL

Congratulations Student Art Contest Winners!!!

The US Coast Guard's Partnership in Education (PIE) program and the North American Marine Environment Protection Association (NAMEPA) sponsored this year's art contest. The contest theme was "Ships Bring the World to Us". The PIE program actively finds ways to promote excellence in education, create opportunities to enhance students' academic abilities and expose a diverse range of students to career opportunities within Coast Guard.



Julia Samson Kapolei, HI

Do you know who is your servicing civil rights service provider? If not, find out by visiting <http://www.uscg.mil/civilrights/ServiceProviders.asp>