

CIVIL RIGHTS ON DECK



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DEOCS: The More You Know Can Improve Unit Effectiveness



The Defense Equal Opportunity Management Institute's (DEOMI) Organizational Climate Survey (DEOCS) can assist unit commanders in fostering a positive climate. Commanding Officers/Officers In Charge with units of 25 or more personnel are required to administer DEOCS annually, or within six months of taking command. DEOMI will generate results if there are at least 16 survey respondents from a unit. The DEOCS provides Coast Guard members the opportunity to share perceptions about the workplace with unit commanders. This affords

commanders insight into what is working well at the unit and areas that need improvement. A positive command climate increases unit readiness, safety, communications, and mission execution.

In 2014, the DEOCS survey system transitioned to Version 4.0 and the new version compares your unit's responses to overall Coast Guard averages. See [ALCOAST 337/14](#) for more information. If you need assistance with requesting the survey, and or interpretation of the results, contact your servicing [Civil Rights Service Provider](#). Submitted by Mr. James Ellison

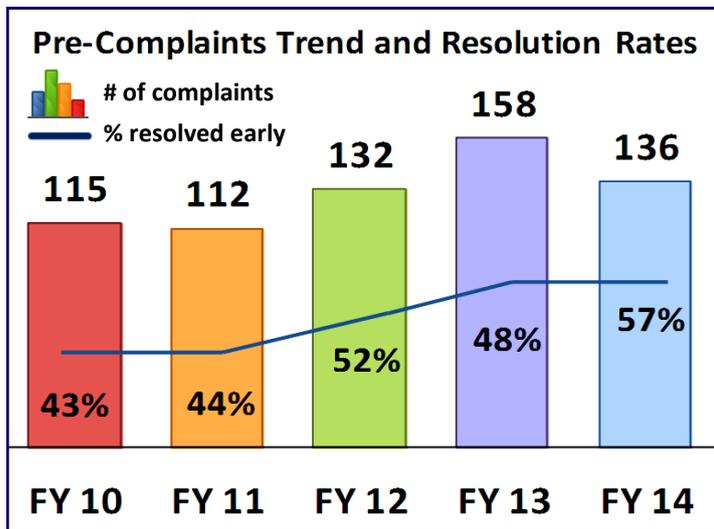
Know When Disability-Related Questions Are Unlawful

Under the [Rehabilitation Act of 1973](#), an employer may ask disability-related questions only after a candidate for employment is provided a conditional job offer, and when all new employees in a job category are asked the same questions. The Equal Employment Opportunity Commission (EEOC) recently decided that the Department of Education (ED) violated the law when it presented disability-related interview questions during the application process. In this case, all candidates were asked if they had a physical or mental impairment that limited one or more major life activities. The EEOC fined ED \$5,000 and instructed them to modify future job announcements. See *Complainant v. Department of Education*, 0720130002, 114 LRP 39958 (EEOC OFO 08/27/14). Submitted by Mr. Johnny McAfee



It's All About Solutions with the Coast Guard!

For Fiscal Year 2014, the Coast Guard recognized astonishing outcomes in the area of Equal Employment Opportunity/Equal Opportunity (EEO/EO) complaint activity. EEO/EO complaints decreased and the Coast Guard's resolution rate (pre-complaints that did not proceed to formal complaints) increased, surpassing the U.S. Equal Employment Opportunity Commission's target rate of 50%. In addition, the Coast Guard achieved a 100% timely pre-complaint processing rate, and a 98% timely formal complaint processing rate. These accomplishments are due to the fantastic work by [Civil Rights Service Providers](#) and the commands who continuously support the Coast Guard's civil rights mission, goals and objectives. Submitted by Ms. Erika Selmon



Remember: Create an Inclusive Environment for All Employees!



Include employees with disabilities in group activities.

Encourage interaction between all employees.

Enhance employee relations between all employees.

Consider all requests for reasonable accommodations and welcome interactive discussions on the topic.

For answers regarding reasonable accommodations, contact your [Civil Rights Service Provider](#). Source: The AbilityOne Program, see www.abilityone.org.

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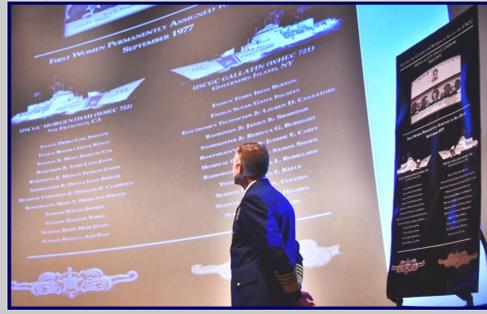
LT Caleb James, Acting Communications Officer

Navy Memorial Recognizes the Coast Guard's History of Women at Sea



At an historic event in honor of Coast Guard women at sea, the Commandant, Admiral Paul Zukunft, unveiled the latest display of the [Year of the Coast Guard](#) exhibit. The Navy Memorial's yearlong exhibit now includes a granite panel inscribed with the first 34 women assigned to Coast Guard Cutters in the 1970's! Many of the women recognized were in attendance as well as many other Coast Guard members.

Right: ADM Zukunft admires the granite panel display recognizing the first Coast Guard women assigned to sea duty. **Below:** Women at Sea panel members (from L to R) FSCS Mitchell, BOSN2 Randall, CDR Ero YNC Bell, CDR Durley, and CAPT Collins.



Participants also enjoyed a panel discussion with women serving in the afloat community. For more information contact Tina.M.Claflin@uscg.mil. **Pictured (above):** RADM Stosz highlights her experiences underway at the Navy Memorial. Pictures by Jeff Malet and PA2 Patrick Kelly



Lessons on Native American Culture



In honor of National Native American Heritage Month, Commander Bill Seward dynamically combined his personal cultural heritage and professional experience to take the Coast Guard workforce on a energetic virtual tour of Native American cultures, focusing on Alaska. Commander Seward is a Native American from Kodiak, AK (Alaska Native). A Tlingit tribal member, he is believed to be the first Native American Coast Guard aviator who has

Right: Examples of Native American stone and wood carving techniques on display. **Below** (from L to R): RADL Michael Haycock, CDR Bill Seward, VADM Peter Neffenger, and CAPT William Smith.



served multiple tours of duty in Alaska. Featuring Native American culture and craftsmanship in an interactive presentation, Commander Seward treated participants to hands-on access to rare and unique artifacts of Native American cultures. **Pictured (above):** CDR Bill Seward showcases Native American artifacts while addressing the Coast Guard workforce. Submitted by Ms. Gwendolyn King



Congratulations to LT Torry James and EMCS Kevin Purifory on their recent promotions! LT James and EMCS Purifory continue the tradition of CRD's professional achievers.

CRD Partners with DEOMI to Build Coast Guard's EOA Corps



Congratulations to Class 14-3, recent graduates of the Defense Equal Opportunity Management Institute's (DEOMI) Equal Opportunity Advisor (EOA) Course! CRD maintains training partnerships with DEOMI, an accredited Department of Defense training center that affords select Active Duty Coast Guard personnel access to vital Equal Employment Opportunity (EEO) training, like the EOA Course. The rigorous 12-week schedule of the EOA Course molds future EOAs into experts on civil rights law and policies, equipping them with the skills required to provide guidance and assistance to both military and civilian members Coast Guard-wide. The dedicated corps of EOAs report to CRD from every operational specialty and leave DEOMI's EOA Course as EEO experts, serving throughout the Service at the forefront of the Coast Guard's Civil Rights program. For more information about EOA assignments, please contact your Assignment Officer or CDR Kirby Sniffen at Kirby.K.Sniffen@uscg.mil **Pictured:** Coast Guard graduates of EOA Class 14-3, LT Corey Cichoracki and MKC Jesse Green (Dean's List Award). Submitted by ETCS Mark Allen