

CIVIL RIGHTS ON DECK



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Everyday Accountability

Government-wide, the most common types of complaints are for:

- Failure to select
- Failure to promote
- Denial of training
- Perceived unfair performance rating
- Denial of accommodations (ex: for religion, disability, etc.)
- Harassment

If you encounter situations related to possible discrimination claims or claims related to violations of Merit System Protections, Prohibited Personnel Practices, or Equal Employment Opportunity violations, and you don't know the best way to respond, tell the employee you will get back to him or her soon. Then, consult with CRD, or an HR specialist. Follow up with the employee as soon as possible. Source: EEO and HR/Everyday Accountability Course, Equal Employment Opportunity Commission.

CIVIL RIGHTS DIRECTORATE

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CRD in Review: Celebrating FY12 Achievements in Civil Rights



During FY12, the Civil Rights Directorate (CRD) achieved significant milestones in improving performance and delivering superior service to the CG men and women we serve. CRD would like to share these accomplishments, and express gratitude for the continued support and assistance of our shipmates in achieving the outcomes!

* Implemented procedures for responding to sexual orientation complaints: Since the repeal of "Don't Ask Don't Tell" (the policy prohibiting openly gay and lesbian individuals from serving in the military), CG [Civil Rights Service Providers](#), in concert with the military chain of command, have served as the primary point of contact for early resolution, pre-complaint intake, and counseling. This effective procedure was vetted and adopted service-wide.

* Improved timely response to requests for accommodations for disabilities and medical conditions: CG reduced its average number of days required to process a request from 37 to 12, alleviating employee uncertainty and inconvenience.

* Enhanced Special Emphasis Program (SEP) Observances: CRD introduced and executed a program to cultivate executive leader sponsorship of SEP events. This initiative, and the commitment and support of CG senior leaders and their staffs, led to 9 SEP events, which provided memorable, educational, and culturally-enriching experiences for CGHQ personnel.

Thanks to our CG shipmates, and congratulations to the CRD team! Submitted by CDR Eric Hoernemann

2012 CG Partnership in Education Award Winners Selected!

CG encourages education partnerships which help to create a diverse workforce. Each year, Partnership in Education Awards are given in recognition of outstanding service in communities. Coast Guard honors the 2012 recipients:

- **LT Andrew Zuckerman** (pictured right with PIE students), **Air Station Atlantic City**, CG PIE Coordinator of the Year
- **Air Station Miami**, Sustained Excellence in CG PIE Award
- **CG Community Services Command**, Best Unit Partnership Award (<100 members)
- **ATC Mobile**, Best Unit Partnership Award (100+ members)
- **ANT Woods Hole** and **CGC TYBEE**, Best Collaborative Partnership (<100 members)
- **Pacific Area, District Eleven, Sector San Francisco, Base Alameda, TRACEN Petaluma, Training Team West & the CG Academy**, Best Collaborative Partnership (100+ members)



Learn more about these award recipients in [ALCOAST 450/12](#). Submitted by Ms. Gwen White

New Investigative Contract for Coast Guard



CRD is pleased to announce the signing of a new EEO/EO investigative services contract with Resolution Services, LLC. Key participants in the contractual efforts are pictured (left to right): Ms. Monica Brown (Contracting Officer), Ms. Tamara Mason (Contracting Specialist), Ms. Sara Chinn (Office Manager, Resolutions Services), Ms. Amy Risley, (President, Resolution Services), Ms. Floretta Cabiness (former Informal Complaints Manager), Ms. Erika Selmon (Complaints Manager), & Ms. Barbara Stewart (Chief, Solutions and Complaints Division). Ms. Risley and her staff look forward to providing superior investigative services to CG! Submitted by Ms. Barbara Stewart

Halloween "Treat": Boston Kids Explore Coast Guard



As part of its Partnership in Education (PIE) program, Sector Boston and Base Boston hosted more than 160 schoolchildren from three local schools at their annual Halloween event. The children enjoyed

an exciting tour aboard the USCGC ESCANABA followed by trick-or-treating in various offices around the base. The children also judged the adult's costume contest for three categories: original, scariest, and funniest. PIE programs inform the future workforce about Coast Guard. **Pictured:** Children from St. John's School in Boston waiting to tour the USCGC ESCANABA. Submitted by Mr. Bill Cashman

Welcome Aboard



Ms. Jeanell Thomas joins CRD as Program Analyst and Training Manager in the Resource and Management Division. Ms. Thomas comes to CG from the National Medical Center in Bethesda, MD where she worked as the Program Manager for the Navy Nurse Corps Graduate Programs. Ms. Thomas received her Bachelor's degree in Computer Information Systems from the University of Maryland. Her expertise in education, training, accounting, contracting, research, and analysis developed during extensive experience in both the public and private sector. A native of MD, Ms. Thomas loves being a mother and spending quality time with her 4 beautiful children: Katera, Gregory, Alexis, and Brianna. Welcome aboard, Ms. Thomas!

Celebrating Diversity: Miccosukee Indian Culture

In observance of National Native American Heritage Month, District 7's Leadership and Diversity Advisory Council (LDAC) and Zone 7 of the Civil Rights Directorate provided area CG personnel with a unique opportunity to immerse themselves in the Miccosukee Indian culture through a trip to a southern Florida reservation. Among other activities, participants learned about the tribe and its history while observing tribal members as they engaged in the art of creating multicolored Miccosukee patchwork, beadwork, and jewelry (pictured right). They also watched as seemingly fearless Miccosukee tribesmen wowed the crowd in demonstrations with alligators.

This and other cultural events focus on developing awareness, mutual respect, and understanding, and present opportunities for CG personnel to actively recognize and honor the achievements and contributions of those from different cultures. Submitted by Mr. Miguel Flores



How Can We Help? Civil Rights Technical Assistance

Have questions about civil rights? Need to catch up on required training? Want help decoding the results of your Equal Opportunity Climate Survey or completing your Command Checklist? To respond to these and other needs, CRD regularly conducts Command Visits to provide civil rights technical assistance for units in their areas of responsibility. If you have questions and concerns or are in need of assistance, contact your local Civil Rights Service Provider (<https://bitly.com/crsps>) today!

▼ Mr. Brad Shaff (pictured below right), CRD Region 1 Director, recently visited CG Air Station Cape Cod in Buzzards Bay, MA to provide technical assistance. CAPT David Throop (pictured below left), Commanding Officer, gave Mr. Shaff a tour of the installation, the second largest CG air station (behind Air Station Kodiak, AK). While discussing ways CRD can provide assistance, CAPT Throop expressed his appreciation for the great service provided by CPO Kathy Gallivan, who had recently conducted sexual harassment prevention training for 144 employees at the air station. Submitted by Mr. Bill Cashman



► Mr. Bill Cashman, Zone 1 Civil Rights Officer, recently provided technical assistance and training to CG's Northeast Regional Fisheries Training Center (NRFTC), also located on the Military Reservation of Cape Cod, MA. NRFTC trains CG personnel on how to conduct Living Marine Resources boardings and enforce fisheries laws at sea.

Pictured: LCDR Lyle Kessler and Mr. Bill Cashman

