

CIVIL RIGHTS ON DECK



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Coast Guard Increases Accessibility for those with Disabilities

USCG Base Boston recently employed the reasonable accommodation process to improve building accessibility for those with limited mobility. Mr. Chris Ahearn, a disabled employee, initiated this improvement when he contacted his supervisor to request an adjustment in the work environment or “reasonable accommodation” due to the inaccessibility of the closest building entrance. His supervisor sought guidance from the Civil Rights Directorate (CRD).



As outlined by the Civil Rights Manual (COMDTINST M5350.4C), once someone requests a reasonable accommodation for a disability, the employer and the employee should engage in an interactive dialogue to clarify what is needed. CPO Kathy Gallivan, Zone 1 Equal Opportunity Advisor, explained the process to the supervisor, then met with the employee, supervisor, Base Facilities Engineer, and Acting Base Commanding Officer to determine how best to accommodate the employee’s disability. After immediately instituting temporary measures such as non-skid treads on the building stairs, Base Boston worked with Civil Engineering Unit Providence to design and construct the long-term solution, a new ramp. They also redesigned the main entrance door and two bathrooms. In addition to facilitating easier transport of building equipment, these efforts went a long way in making the building more accessible for current and future employees and visitors with limited mobility. For more about reasonable accommodation, see the Civil Rights Manual.

Pictured: Front row: Mr. Chris Ahearn, Merchant Marine License Specialist. Back Row: CAPT Timothy Heitsch, Commanding Officer, Base Boston; Nick Petronzio, Supervisor; and CPO Kathy Gallivan, Zone 1 Equal Opportunity Advisor. Submitted by Mr. Bill Cashman



Honoring CG Heroes

To commemorate the recent commissioning of the CGC WILIAM FLORES, CRD worked with CG’s Historian office & Recruiting Command to initiate a series of posters saluting courageous heroes in our service.

The first highlights the amazing bravery of Seaman Apprentice William Flores. SA Flores died in the line of duty while saving the lives of many shipmates after CGC BLACKTHORN collided with the tanker CAPRICORN.

The poster series provides an opportunity for students and community members to learn about some of CG’s outstanding service members, so please share them with schools and libraries in your community! **To request copies, contact your local Civil Rights Service Provider (www.bit.ly/crsps).** Submitted by Ms. Gwen White

CIVIL RIGHTS DIRECTORATE

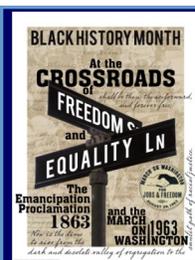
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Celebrate National African American History Month this February!

★ Theme: ‘At the Crossroads of Freedom and Equality: The Emancipation Proclamation and the March on Washington’ ★

< Email CRODRF@uscg.mil to request a copy of this hi-resolution image file that you can print as a display poster for your Special Emphasis Program observance.



Complaints Corner: Comments Can Constitute Retaliation

Recently, the Equal Employment Opportunity Commission (EEOC) ruled that a supervisor’s comments about an employee’s Equal Employment Opportunity (EEO) complaint could amount to retaliation (punishment for engaging in legally protected activity). In *Talley V. Nuclear Regulatory Commission*, the employee alleged that her supervisor made statements about her EEO investigation during two mid-year performance reviews that caused her to believe the supervisor would lower her performance appraisal and make it difficult for her to receive a promotion or find a job elsewhere. When the employee subsequently filed a formal complaint, the Agency dismissed it for failure to state a claim and for being a preliminary step to a personnel action. The employee appealed the dismissal to the EEOC, which found that it was not appropriate for the Agency to dismiss the complaint because the supervisor’s comments could deter a person from exercising their EEO rights. Furthermore, the EEOC noted that the Agency should not dismiss an EEO claim involving a preliminary step to take a personnel action when the action is based on retaliation. Ultimately, the dismissal was reversed and the case was sent back to the Agency for processing and investigation. Submitted by Ms. Erika Selmon

Recent Grads Tour CGC VIGILANT



Upon completion of Coast Guard Service Specific Civil Rights Training at the Defense Equal Opportunity Management

Institute (DEOMI), Patrick AFB, FL, LT Kyle Weist, Operations Officer on the CGC VIGILANT took graduates on a tour of the cutter which is stationed at Port Canaveral, FL. Members of the VIGILANT, as well as other CG personnel stationed at Port Canaveral, received their Civil Rights Awareness (CRA) and Sexual Harassment Prevention (SHP) training from the SST graduating class. Service Specific Civil Rights Training is provided in support of the CG Equal Employment Opportunity Program, and provides graduates with the tools needed to foster positive human relations throughout the CG and enhance leadership and mission readiness.

Pictured above are the instructors and graduates (L to R): Chief Bryan Teague (instructor), Ms. Pamela Middlesteadt, Ms. Christa Foli, CDR Eric Hoernemann, Ms. Rita Moszczka, Mr. Kevin Perkins, and LT Darby Brown (instructor). *Submitted by Ms. Middlesteadt*



Coast Guard Connects with Community

During a volunteer event for Martin Luther King Jr. Day, Coast Guard strengthened its relationship with the southeast DC community in one of the local schools, Eagle Academy. Thirty-five Coasties, including three senior leaders (VADM Manson Brown, Ms. Terri Dickerson, and Mr. Gary Rasicot), educated 660 students about the Coast Guard, water safety, and personal responsibility. **Pictured:** Helicopter pilot, CDR Brendan Kelly (left), and rescue swimmer, ASTCM Christopher Walker (right), pose with Eagle Academy students after some interactive demonstrations.

Civil Rights Directorate Welcomes New Staff to Region 4 in Galveston, TX

Mr. Stephen Shelnutt (pictured) joins CRD as an Equal Employment Opportunity Specialist for Zone 9 in Galveston, TX. A veteran of the U.S. Air Force, Mr. Shelnutt previously worked for both the U.S. Army and the Transportation Security Administration in Washington, D.C. He received a Juris Doctor degree from South Texas College of Law in Houston, TX, and received a Masters of Law degree from The George Washington University. Mr. Shelnutt is a member of the State Bar of Texas and a charter member of the College of the State Bar of Texas.



Welcome to Ms. Pamela Middlesteadt (pictured), Equal Employment Opportunity Manager for Zone 9 in Galveston, TX. Previously, Ms. Middlesteadt served as the EEO Complaints Manager at the Department of the Navy. She also has experience working for the U.S. Army Corps of Engineers as well as the Department of Air Force. Ms. Middlesteadt is a certified mediator, True Colors instructor, and recipient of the Meritorious Civil Service Award. She has two sons; one is a Physician Assistant and the other a disabled wounded warrior who served in Operation Iraqi Freedom. *Submitted by Mr. George Niles*

Co-located Commands Celebrate MLK Day Together



(IIP), and Marine Safety Lab (MSL) located in New London, CT recently celebrated Dr. Martin Luther King Jr. Day with a brown bag luncheon featuring Dr. King's "I Have a Dream" speech. Addressing many issues including segregation and discrimination, this speech is renowned as one of the greatest demonstrations for freedom in the history of our nation. The RDC and local command staff truly enjoyed viewing this exhilarating speech, and encourage others to listen, pause, and reflect on Dr. King's inspiring words. *Submitted by LT Stephen Dunn, RDC*

The CG Research and Development Center (RDC), International Ice Patrol

Held an Observance? Brag About it!



Special Emphasis Programs (SEPs) are an integral part of the CG Civil Rights program. Implementation of commemorative observances and other educational training events create awareness, sensitivity, understanding, and increased opportunities for the CG workforce.

CRD applauds the diverse programs planned and executed at CG units around the world! Documenting these events not only promotes collaboration and shares lessons learned, but also provides important data for both the CG and DHS annual reports.

Share your initiatives and let others know about these great events by completing the one-page SEP Activity Report accessible at: <http://hqsms-spweb-001:104/00H/Shared%20Documents/Forms/AllItems.aspx>. *Submitted by Ms. Gwen White*