

CIVIL RIGHTS ON DECK



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CRD Improves Website!

 To improve service delivery for the Coast Guard community and interested stakeholders, the Civil Rights Directorate (CRD) recently improved its website (<http://www.uscg.mil/hq/cg00/cg00h/>) to include an abundance of current and relevant EEO news and information from around the Coast Guard community and federal sector.

The website's newest additions include Frequently Asked Questions (FAQs) on Alternative Dispute Resolution (ADR), Reasonable Accommodation, and Anti-Harassment. Please check out the changes, and stay tuned for additional EEO related information and site updates. Submitted by Mr. Johnny McAfee

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Civil Rights Region 4: Ready to Serve You

The Civil Rights Directorate (CRD) proudly announces the launch of Region 4, which now serves as the civil rights contact point for the following states: MO, AR, LA, KY, TN, MS, AL, ND, SD, NE, KS, OK, TX, NM, CO, WY, MN, IA, WI, IL, IN, MI, OH, and WV.

Region 4 is up and running, and at the service of the approximately 10,000 military and civilian CG members located in the coverage area. This long-anticipated addition, in the Houston/Galveston area, improves efficiency by making

services more accessible for managers and employees. The adjustment divided the territory of Region 2, increasing the ratio of Civil Rights Service Providers (CRSP) to employees in two of the four CRD regions (see map at <http://www.bit.ly/CRDmap>).

Above: Region 4 Civil Rights Director, Mr. Jim Ellison (left) and Mr. Orlando Sepulveda, Zone 9 Equal Employment Opportunity Manager (right). Picture submitted by CDR Kirby Sniffen

CRD Breaks Ground to Establish "Strengthening Our Partnerships" Hall

CG personnel and special guests gathered in February to dedicate a portion of the HQ building to the Commandant's "Strengthening Our Partnerships" Guiding Principle. The display honors the volunteers, educators, parents, and business leaders who enhance the lives of students through CG educational partnership programs by showcasing a living display of artwork and photographs depicting CG Partnership in Education (PIE) participants and unit activities.

During the ceremony, Vice Admiral Sally Brice-O'Hara recognized the more than 18,000 active duty, reserve, civilian, and auxiliary members who have volunteered over 200,000 hours working with students. She evoked excited participation from student guests by posing questions to them during the dedication, and interacting with them one-on-one at a reception following the event.

The ceremony also provided a forum to promote the second annual Student Art Contest, which is open to all students in grades K-12, including children and dependents of CG personnel. Submissions are due online by April 1, 2012. For contest details, see ALCOAST 080/12 (<http://bit.ly/StudentArtContest>) or email Gwendolyn.E.White@uscg.mil. Submitted by Ms. Emily Harcum



Above: VADM Sally Brice-O'Hara talking with student PIE participants from Mount Eagle Elementary School.

Complaints Corner: Realities of Retaliation



In a recent EEO case, the Equal Employment Opportunity Commission (EEOC) decided that an employee was subjected to retaliation, for initiating an EEO complaint, when the agency suspended him without pay, initiated an Office of Inspector General investigation resulting in the employee's arrest, incarceration and a second suspension. In this case, the EEOC found that the postmaster utilized the employee's supervisor to carry out retaliatory motivated actions by instructing the supervisor to start an OIG investigation. Then, the agency used the arrest and incarceration incident to further retaliate against the employee by suspending him a second time. The EEOC did not believe the agency's nondiscriminatory reasoning for its actions, and an administrative judge awarded the employee monetary relief that included attorney's fees. Source: *Burruss v. United States Postal Service*, EEOC Appeal No. 0720100002 (December 2, 2011). Submitted by Ms. Erika Selmon



Welcome to Ms. Cynthia Carpenter, Equal Employment Manager, Zone 4. Ms. Carpenter brings more than eleven years of Civil Rights and Equal Employment Opportunity experience to Coast Guard. She has worked for the Navy as an EEO Assistant, EEO Specialist, and Training Coordinator. More recently, Ms. Carpenter served as Complaints Manager and Deputy Director for the Department of the Army. She holds a Lean Six Sigma Green Belt, and is currently pursuing a BA in Human Resource Management. Ms. Carpenter is married with one daughter and two granddaughters. *Submitted by Ms. Marisa Marinos.*

CRD Welcomes New Shipmates!



Mr. Joshua Bailes came onboard in January as an EEO Specialist/Technical Advisor in the Civil Rights Directorate. Previously, he worked as a Program Assistant for the American Bar Association's Commission on Domestic & Sexual Violence. Mr. Bailes is currently attending law school as a part-time, evening student at the David A. Clarke School of Law. He and his wife, Jessi, have a three-year old son, and are anticipating the arrival of a little girl this June. *Submitted by Mr. Ahmad Razavi*

Leaders: What Perceptions Pervade in Your Unit?



Positive command climate increases unit readiness, safety, communications, and mission execution. How do you find out what perceptions - positive or negative - exist within your unit? Use the Defense Equal Opportunity Management Institute's Organizational Climate Survey. This tool, better known as the DEOCS, is designed to help unit commanders assess both equal opportunity perceptions and organizational effectiveness.

The 66 core-question survey allows unit personnel to anonymously express their opinions on where their unit works well and what areas could use improvement. Taking less than 20 minutes to complete, this survey can provide a unit commander with valuable insight into unit operations and readiness.

For units with over 16 personnel, the survey is required annually as well as within 6 months of any change of command. The DEOCS can be taken online (see www.deocs.net), using a paper survey, or through a combination of both. To obtain even more detail, unit commanders may opt to add up to 10 locally developed questions (measured on a scale of 1-5) and up to 5 short answer questions (allowing comments up to 500 characters).

If you need assistance with requesting the survey, interpreting the results, or any other type of support, please contact your local [Civil Rights Service Provider](#). Watch for the March DEOCS ALCOAST. *Submitted by Mr. Jim Ellison*



Ms. Sara Boyd joined Region 2, Zone 7 as an EEO Specialist Trainee on January 30th. Ms. Boyd is a college senior at Florida Memorial University's School of Business (May 2012).

She has previously worked as a student employee with the Office of Personnel Management, NASA and the Department of Interior. A native of DC and a self-identified "homebody", Ms. Boyd enjoys watching movies and hanging out with friends. *Submitted by Ms. Laura Gooch*

★ Interested in how CG celebrated National African American History Month? Visit http://bit.ly/naahm_CGevents ★

Competing Coasties Promote Camaraderie and Unity at MLK Basketball Tournament



Pictured, left to right: and BM1 Stephen Kelly, CAPT William J. Milne (Commanding Officer TRACEN Yorktown) and HS3 Jonathan Munger (TRACEN Cape May).

Every January since 1983, the Nation reflects on the accomplishments of Dr. Martin Luther King Jr. and his lifelong pursuit of peace, justice and equality for all Americans. This iconic civil rights leader is the inspiration for the Martin Luther King Jr. (MLK) Basketball Tournament, one of Coast Guard's longest standing sporting events.

Hosted by Morale Welfare and Recreation (MWR) at the Coast Guard Training Center in Yorktown, Virginia, the tournament first tipped off in January 1978. Chief Warrant Officer Canady started the event to promote camaraderie and to remember the inspirational civil rights leader. For

the past 34 years, teams have journeyed across the country from various CG units in order to participate.

This year, some tournament traditions endured - such as the dinner banquet recognizing Dr. King's accomplishments. However, MWR Director Mr. Holland Ricks also notes significant changes, including the tournament's multi-cultural evolution into an event attracting players of many nationalities, races, and colors. Originally composed of six teams, the tournament also reached a new participation high this year as 16 teams composed of retirees, officers, enlisted, reserve and civilian personnel vied for the top spot. Competition was fierce; after successive elimination rounds, the Washington, D.C. Headquarters team claimed the championship title.

Although each participant was unique, all shared a common bond: affection for basketball. History offers many examples of sports as an effective means of casting aside differences and uniting people from different backgrounds around a common goal. Dr. King promoted unity, and his legacy lives strong through the efforts of the MWR staff at the Coast Guard Training Center in Yorktown, Virginia.

Submitted by Mr. James Hawkins, Equal Opportunity Specialist, Region 1, Zone 3, who played on the Baltimore CG Yard team.