

CIVIL RIGHTS ON DECK



Volume 8, Issue 3

March 2013



Honoring CG Heroes

The second in a series of posters honoring enlisted heroes in our service highlights the amazing bravery of Fireman Heriberto S. Hernandez. Fireman Hernandez served with distinction in Vietnam where he participated in numerous small boat reconnaissance missions on board the patrol boat POINT CYPRESS. He was posthumously awarded the Purple Heart Medal and the Bronze Star Medal for bravery under fire.

This 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 area! To request copies, contact your local Civil Rights Service Provider (www.bit.ly/crsps). Submitted by Ms. Gwen White

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director
CAPT Paul Boinay, Office of
Civil Rights Policy, Planning,
and Resources

Ms. Francine Blyther, Office
of Civil Rights Operations

Ms. Barbara Stewart, Chief,
Solutions and Complaints
Division

CDR Kirby Sniffen, Chief,
Planning and Resource
Management Division

CDR Eric Hoernemann,
Executive Assistant

Ms. Emily Harcum,
Communications Specialist

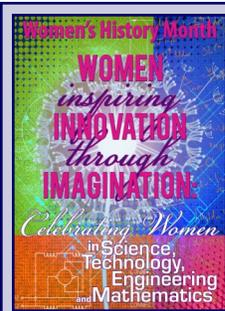
Senior Coast Guard Leaders Champion Civil Rights at SELEOS

On February 26th and 27th, the Civil Rights Directorate (CRD) sponsored the 7th offering of the Senior Executive Leadership Equal Opportunity Seminar (SELEOS) at Joint Base Myer-Henderson Hall in Virginia. SELEOS training fulfills a triennial training requirement and a Commandant mandate, and is tailored to raise awareness of the issues of civil rights, military equal opportunity, civilian equal employment opportunity, and diversity among flag officers, senior executives, and command master chiefs.



Enthusiastic participation by senior CG leadership continued at this year's seminar, with Vice Commandant John Currier and Civil Rights Director, Ms. Terri A. Dickerson, issuing the opening remarks. Attendees received training on CG's civil rights policy and procedures, reasonable accommodation, alternative dispute resolution, and the Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS). In addition, the seminar included a session led by Mr. Dexter Brooks, a subject-matter expert from the Equal Employment Opportunity Commission (EEOC), on the complaint process and responsibilities of agencies. Mr. Brooks' discussion highlighted the goal of the seminar, which is to reinforce the importance, relevancy, and effect of laws and efforts to extend equal opportunity to all. **Pictured (left to right):** RADM John Welch, CMC Jason Vanderhaden, RDML Kurt Hinrichs, RDML Thomas Jones, RDML David Callahan, VADM John Currier, RADM Steven Day, Ms. Terri Dickerson, RDML Mark Butt, CMCR William Princiotta, and RDML Fred Midgette. Submitted by LT Caleb James

Women's History Month Celebrate Women's History Month This March!



National Women's History Month is an opportunity to honor and celebrate historic achievements of women! This year's theme is, "Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics." Would you like a poster to promote your Special Emphasis Program (SEP) event? Email CRODRF@uscg.mil to request this hi-resolution image file (pictured left) that you can print as a display poster. Also, if you are looking for music for your event, consider "Heroes" by Ann Reed, a song that tells the inspirational stories of famous women throughout the years. Submitted by Mr. Bill Cashman



EEOC Rejects Agency Attempt to Change an Accommodation

In a recent decision, the Equal Employment Opportunity Commission (EEOC) ruled that the Social Security Administration (SSA) improperly denied an employee a reasonable accommodation for her disability by rescinding her flexible schedule arrangement. For four years, the complainant in *Lamb v. SSA* was allowed to begin her workday at 10 a.m. and earn credit time by working later in the day. Later, the SSA tried to change this schedule, claiming undue hardship on the agency and safety risks to the complainant as she was the last person in the building at night.

The EEOC rejected these claims, noting that there had been no objections or problems during the previous four years. Thus, although a documented change of circumstances may, in some cases, be enough to support amending the parameters of an employee's reasonable accommodation, managers need to be aware that an unjustified change of heart generally will not suffice to end an effective accommodation. Accordingly, reasonable accommodation arrangements must be carefully considered. Submitted by Mr. Johnny R. McAfee

From Officer in Charge to EO Advisor



During a recent civil rights assistance visit with the Maintenance Augmentation Team (MAT) at Newport, RI, Bill Cashman, a Civil Rights Manager from Boston, met with MKC Clifford Morton, the MAT Supervisor, who has the Civil Rights Directorate (CRD) as his next assignment. MKC Morton will help promote a discrimination-free working environment at Coast Guard as an Equal Opportunity (EO) Advisor in Seattle, WA (Region 1, Zone 13). He is looking forward to his next assignment with the Civil Rights Directorate (CRD), and CRD is delighted to have him coming onboard! Submitted by Mr. Bill Cashman

Free Graduate Education—too good to be true?



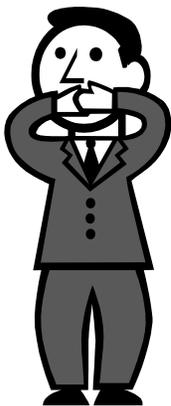
Can you get an advanced education without having to commit to a full-time residence program? Can you get this excellent education with no financial cost? Yes, the Naval Postgraduate School Center for Homeland Defense & Security (CHDS) is offering an 18 month program absolutely free for accepted participants. CHDS also offers Executive Education Seminars, Fusion Center Leaders programs, and online resources to develop CG officials' strategic thinking and collaboration skills. Apply online at <https://www.chds.us> by April 1, 2013! Military: After submitting an application, inform HQS-PF-fldr-CG-095-Fellows@uscg.mil. Civilian: Work through Ms. Darlene Murphy. Submitted by LCDR Jo'Andrew Cousins, Office of Strategic Analysis

Inappropriate Interview Questions: What *Not* to Ask

Are you looking to fill the open positions in your unit or office, and prepping to conduct interviews of the applicants? If so, be sure to review *what not to ask* as well as what questions to include in your interviews of federal employees or applicants. Some inappropriate questions:

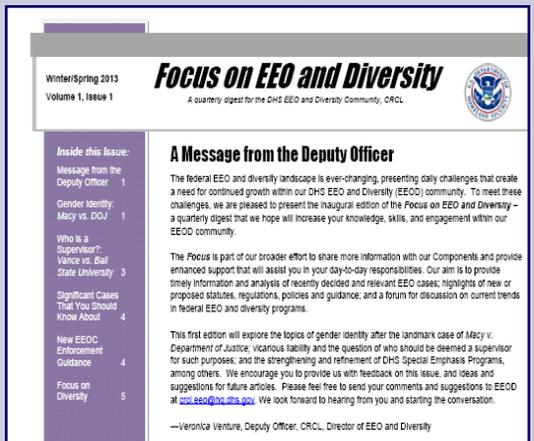
- Do you have children? How old are they?
- When do you intend to retire?
- Do you have a disability?
- What neighborhood do you live in?
- What off-the-job activities do you participate in?
- You have a fascinating accent. Where are you from?
- What year did you graduate from high school?
- What was your attendance like at your last job? Of the days you missed, how many were for sick leave?

Surprised by these? Then check out the full list at www.bit.ly/WhatNotToAsk to make sure you are posing appropriate questions in your interviews. Source: *EEO and HR/Everyday Accountability Course, Equal Employment Opportunity Commission (EEOC)*



Keep Current: EEO and Diversity News

Seeking a way to keep pace with the ever-changing federal Equal Employment Opportunity (EEO) and diversity landscape? Then check out the quarterly newsletter, "Focus on EEO and Diversity", from DHS's Office of Civil Rights and Civil Liberties (CRCL). Through highlights of new or proposed statutes, regulations, policies, and guidance, as well as a forum for discussions on trends in federal EEO and diversity programs, this newsletter will keep you current and informed. Feedback is welcomed and encouraged, so let CRCL know what you think at crcl.eeo@hq.dhs.gov.



Welcome Aboard!

Welcome aboard to Ms. Davidad Langley (pictured right), the Civil Rights Directorate's (CRD) Equal Opportunity Specialist in Miami, FL (Region 2, Zone 7). A recent United States Air Force retiree, Ms. Davidad's final assignment was as an EOA at Kirtland Air Force Base, Albuquerque, New Mexico where she simultaneously served as Equal Opportunity Deputy Director. She holds degrees in Information Technology and Social Services. Currently, she is pursuing a Bachelor's of Science in Management at the University of Phoenix. A California native with family roots in Warrick, Bermuda, Ms. Davidad has two children Kayla (17) and Kyle (7) who make her life full, active, and fun! Submitted by Ms. Laura Gooch



Ms. Cheryl Andrews (pictured below) also joins Coast Guard as CRD's Equal Employment Manager in Norfolk, VA (Region 2, Zone 5). Previously, Ms. Andrews served as the EEO Complaints manager at the Department of the Navy, and was an Investigator with Investigations and Resolutions Division (IRD) for over five years. Ms. Andrews is a certified mediator and active in the local community. Submitted by Mr. Reggie Diggins

