

# CIVIL RIGHTS ON DECK



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## Try It! A Reasonable Accommodations Demo



Ms. Lisa Kosh (Department of Transportation, Disability Resource Center) recently demonstrated a variety of equipment frequently employed in [Reasonable Accommodation](#) situations at an interactive booth in the new CG Headquarters building. During this initiative, visitors experimented with the technologies that can be useful when employees need some assistance, such as speech recognition software, screen magnifiers/readers, or face-to-face communication technology. **Pictured:** Ms. Kosh helps LT Caleb James (Civil Rights Directorate) experience the assistive tools first-hand.

## CIVIL RIGHTS DIRECTORATE

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## How to Support and Hire Individuals with Disabilities

During October, members across CG celebrated National Disability Employment Awareness Month. In line with this year's theme, "Because We Are EQUAL to the Task", RDML Steven Poulin, Executive Champion for Employment of People with Disabilities, stressed the importance of creating opportunities for individuals with disabilities so that everyone can demonstrate their full capabilities. During opening remarks at the CG Headquarters event, RDML Poulin shared his personal connection to employment opportunities for people with disabilities. Later, U.S. Paralympics Athlete and guest speaker, Ms. Kari Miller (pictured), entertained and inspired attendees by recounting her experience overcoming challenges and exceeding expectations. How can you get involved, and support individuals with disabilities at CG? For starters:



- **Explore the many resources and support opportunities CG provides for employees, supervisors, and applicants** who need reasonable accommodations to perform their jobs or to participate in a job application process (see [COMDTINST M5350.4](#)).
- **Learn how to employ individuals with disabilities** (including veterans) - one of the most underutilized segments of the U.S. workforce - by taking a training course for managers in CG's [Learning Management System](#) (Course Code 502430).
- **Request no-cost reasonable accommodation assistance** for job related issues through a partnership with the Computer/Electronic Accommodation Program and the Department of Transportation's Disability Resources Center by contacting [Mr. Johnny McAfee](#).
- **Tap into assistance with advertising, recruiting, and hiring individuals with disabilities** by contacting the CG's civilian recruiting point of contact, [Ms. Erika Crawford](#), at 703-872-6267.
- **Utilize the special appointing authority** called Schedule A - to quickly hire qualified persons with disabilities without going through the typical recruitment process and without posting and publicizing the position.
- **Investigate additional sources for disability employment information** like the Office of Personnel Management's website at [www.opm.gov/disability](http://www.opm.gov/disability). Photo by PA2 Patrick Kelley

## Celebrate National American Indian Heritage Month this November!



Theme: "Guiding Our Destiny with Heritage and Traditions"



## Did Denial of Religious Accommodation Lead to Discharge?



A Laborer (Complainant) filed a formal EEO complaint alleging that the Air Force discriminated against him on the basis of religion when it denied his request not to work weekends so that he could perform duties as a minister at his church. Following an investigation, an Administrative Judge (AJ) ultimately ruled that the Agency discriminated against the Complainant, and the Equal Employment Opportunity Commission (EEOC) affirmed this finding on appeal.

According to the record, the Complainant requested religious accommodation in the form of a schedule that did not require him to work on Sunday. The Complainant's second level supervisor denied this request, specifically stating that he did not look into other options like seeking volunteers to switch work schedules with the Complainant or offering only Sundays off (not Saturdays). The EEOC noted this as evidence of the Agency's failure to demonstrate that providing the Complainant with the religious accommodation would have been an undue hardship. However, the EEOC affirmed the AJ's finding that the Complainant's resignation following the denial of his accommodation request was voluntary, rather than forced. The Agency was ordered, among other things, to conduct training on religious accommodation for the supervisor. *White v. Department of the Air Force, Appeal 012011294. Submitted by Mr. Johnny McAfee*

# Coast Guard is Hands On in its New HQ Community



**Jul:** LT Jonathan White (below, left) is introduced to Principal Simmons as Lead Mentor for the Robotics Team.

**Aug:** VADM Manson Brown visits Kramer Middle School and meets Principal Simmons.

**Sept 24:** CG attends robotics program kickoff event at Kramer Middle School. Guests included Mayor Vincent Gray, Ward 8 Councilman Marion Barry, the Executive Vice president of COMCAST, Tony Dungee (former NFL Coach), and NBC News.

**Oct 16:** FIRST Robotics program begins.

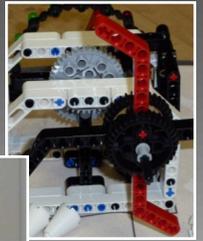
**Oct 26:** Eighth-grade students visit the CG Yard, TISCOM, HQTRS, and Station Washington on a field trip.

**Dec 18:** VADM Brown coins CG volunteer mentors involved in the Kramer Middle School FIRST Robotic program.

**Jan 26:** Coasties volunteer at Eagle Academy for Martin Luther King, Jr. Day. **Pictured:** ASTCM Christopher Walker, rescue swimmer.



**Mar 28:** Mock high-level brief of student's work at Kramer Middle School.



**Oct 7:** CG Robotic Mentors start 2013-2014 mentoring program at Kramer

APR JUL OCT JAN APR JUL OCT

**May 24:** Open house held at Kramer Middle School. CG meets with Ms. Dulcinea Stuk (Math teacher) and Ms. Denise Lewis (For Inspiration and Recognition of Science and Technology (FIRST) program Regional Director to discuss establishment of Robotic Team at Kramer Middle School.

**Sept 25:** FIRST Lego League mentoring program begins at Kramer Middle School. **Pictured below with students from Kramer Middle School:** Ms. Stuk, FIRST Lego League Coach (far left); Mr. Joe Eure, PIE Mentor (back row, left); LT White (center, red sleeves); Mr. Willie Davis, PIE Mentor (back row, center); and Mr. Tom Lankster, PIE Mentor (back row, far right).

**Nov 10:** FIRST student competition hosted at Patent and Trademark Office in Alexandria, VA.



**Feb 5:** Signing of the Memorandum of Agreement (MOA) in the CG Situation Room.



Units with active Partnership in Education (PIE) programs are encouraged to register at <http://hqs-spweb10-001:10104/00H/2/CGPIE!>

## CRD Launches Inclusive Unit Emblem



The Civil Rights Directorate presents an updated unit emblem. The redesign maintains the look and feel of the original, but now also includes persons with disabilities (pictured left). The man behind these edits is Mr. Chris Rose, a long-time federal employee (12 years) whose extraordinary work has previously earned the DoD's prestigious Jefferson award. In addition to his work with the CG Reserve's publication of note, *The Reservist Magazine*, Mr. Rose develops modern CG Heraldry for units service-wide. Bravo Zulu, Mr. Rose, on the more inclusive Civil Rights Directorate logo! Submitted by LT Caleb James

## Health Services Technician Joins CRD Family

Welcome aboard to HSC Brian McConnell who joins the Civil Rights Directorate as an Equal Opportunity Advisor in Miami, FL. Chief McConnell is a Health Services Technician by rate and his last assignment was on board the CGC BOUTWELL in San Diego, CA, where he was the Independent Duty Health Services Technician for a crew of 175. A native of St. Petersburg, FL, he is currently pursuing his Bachelor's degree in Health Care Studies from Ashford University. Chief McConnell and his wife, Elizabeth, have a 10-year old named Megan, who is an avid equestrian and the joy of their lives. Submitted by Mr. Miguel Flores

