

CIVIL RIGHTS ON DECK



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Secretary Johnson Awards CRD Staff Member Top DHS Honor



Secretary of the Department of Homeland Security (DHS) Jeh C. Johnson (left) along with Deputy Secretary of DHS Alejandro Mayorkas (right) cited Ms. Gwendolyn White (middle), Civil Rights Directorate Partnership in Education (PIE) program manager, for Outstanding Achievement in Diversity Management. Ms. White was acknowledged for her tremendous success managing the PIE Program and her outstanding efforts to strengthen the Coast Guard's outreach with local communities. Over the past five years, Ms. White has significantly increased the number of participating schools and student enrollment in the PIE Program.

Submitted by Mr. Kyle Malloy

Quick Action Ends Harassment/ Avoids Liability Decision

Recently, the Equal Employment Opportunity Commission (EEOC) held that the Department of State (DOS) was not liable for a coworker's harassment because the agency quickly responded to the employee's concerns by conducting an investigation and stopping the harassing behavior. The DOS employee alleged the agency subjected him to retaliatory harassment when he received threatening letters in the mail. A key factor in determining whether or not an agency's actions are prompt and responsive is whether the agency's response was reasonable in light of the facts surrounding the case. In making this determination, an EEOC administrative judge will look to whether the agency's response was reasonably calculated to end the harassing behavior. The DOS avoided liability by assigning a special agent to investigate the allegations the same day the employee reported the letters to the agency and by having that agent conduct a thorough investigation; resulting in the DOS identifying and taking action against the responsible coworker. *Complainant v. Department of State*, EEOC Appeal No. 0120130342 (September 1, 2015).

Submitted by Ms. Erika Selmon



Distinguished Speakers Motivate Coast Guard Headquarters



Pictured above - Front Row from Left to Right: Ms. Dayra Harbison, Mr. Uben Saudin, CAPT Katherine Tiongson, Director Sarah Saldana, MCPO Leilani Cale-Jones, Ms. Claudia Michel, LT Charlayne Holliday. **Second Row** from Left to Right: Mr. Juan Torres, CDR Steven Barstow, LT Raymond Caro, Ms. Fran DeNinno- Zukunft, Mr. Thomas Michelli (Executive Champion), CDR Albert Antaran, Ms. Gwendolyn White

Senior leadership at the Coast Guard headquarters hosted noteworthy keynote speakers in celebration of two special observances. Deputy Assistant Secretary for Disability Employment Policy, Jennifer Sheehy, spoke at National Disability Employment Awareness program and U.S. Immigration and Customs Enforcement (ICE) Director, Sarah Saldana, spoke at the Hispanic Heritage observance. Both women educated the audience about the importance of each respective ob-

servance, similarly expressing the value of diversity in the workforce. Ms. Saldana spoke about her own Hispanic family and how her heritage played an important role in her professional success. She acknowledged the accomplishments of many Hispanics, highlighting achievements in military and government. Ms. Sheehy spoke about the importance of seeing individuals with disabilities for their contributions and not for their disabilities. She spoke about the relationship between employers and training, recognizing how vital it is to provide opportunities to those with disabilities.

Submitted by Mr. Kyle Malloy



Pictured above -from Left to Right: LT Bianca Barcelo, Ms. Jennifer Sheehy, RADM Steven D. Poulin (Executive champion)



Wanted: Talented Team Members

The Civil Rights Directorate needs hardworking and knowledgeable Equal Employment Opportunity professionals to join our team! If you are a qualified candidate or know someone who is, visit www.usajobs.gov to review our available positions. Make sure you are continually on the look out, as we periodically have positions open. Come join our leading force and be a part of a dynamic and professional workplace!

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson,
 Director

Ms. Francine Blyther,
 Assistant Director

CAPT Joel Rebholz,
 Assistant Director

Mr. James Ellison,
 Senior Advisor

Ms. Dayra Harbison,
 Division Chief

Ms. Barbara Stewart
 Division Chief

CDR Kim Chesteen,
 Division Chief

CDR Albert Antaran,
 Executive Assistant

Mr. Kyle Malloy,
 Communications Specialist

Entrepreneur Inspires Air Station Miami



In celebration of Hispanic Heritage Month, the command, Air Station Miami, and the Leadership and Diversity Advisory Council hosted a community activist and media spokeswoman, Ms. Rixys Alfonso, who shared her experiences while in Cuba during her emigration to America. She communicated her desire to give back to the community, in part, through the creation of CauseMo Marketing, a firm that drives cause-related initiatives and movement in key markets, and across the U.S. Ms. Alfonso's presentation was educational and well received; at the conclusion, she was presented a unit coin.

Submitted by Mr. Miguel Flores

Did you know



Section 508 of the Rehabilitation Act requires federal agencies to ensure that electronic and information technology used by the government can be accessed and used by people with disabilities.

Resources are available to ensure that commands are compliant. Coast Guard has its own 508 Coordinator, Ms. Deborah Johnson-Hood, who assists commands with ensuring that their web pages are accessible to people with disabilities. She can be reached at (202) 475-3576.

In addition, a host of assistive technological accommodations are available for Coast Guard members and applicants with disabilities.

To learn more, contact your local Civil Rights Service Provider at (888) 992-7387.

Section 508 law is enforced by the United States Access Board, reachable at (800) 872-2253 (voice), (800) 993-2822 (TTY), via email at 508@access-board.gov, or visit <http://www.access-board.gov/>.

By Ms. Francine Blyther



Do you know of someone in need of a reasonable accommodation? If so, the request should be sent to the supervisor. Download the form CG-6079, fill it out and submit it through the appropriate agency official. For more information, contact your local **Civil Rights Service Provider**.

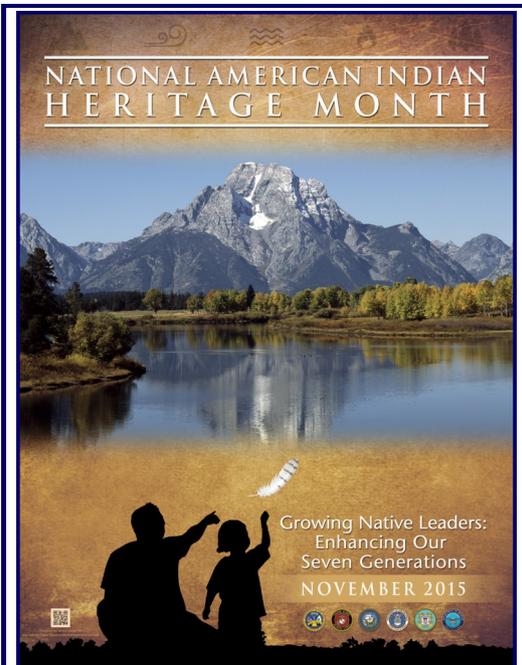


12 Steps to Special Observance Planning

The Defense Equal Opportunity Management Institute (DEOMI) is the one-stop shop for all Equal Employment Opportunity/Equal Opportunity related resources, including special observances. Below is a comprehensive guide for facilitating special observances at your command. Follow these steps to ensure success:

1. **Select a Project Officer and an Alternate**
2. **Receive Guidance and Vision from Senior Leadership**
3. **Identify Key Supporting Staff**
4. **Execute an Initial Organizational Coordination Meeting**
5. **Identify a Committee and Establish Roles and Responsibilities**
6. **Draft commemoration Plans and Agenda**
7. **Identify Planning Milestones and Timetables**
8. **Hold Regular Committee Meetings/ Provide Updates to Senior Leadership**
9. **Ensure Final Coordination**
10. **Conduct Setup, Walkthrough and Rehearsal**
11. **Conduct the Event**
12. **Complete an After-Action Report and Recognize Contributors**

To learn more about each of these steps, and a host of other resources visit www.deomi.org



November 1st marked the beginning of National American Indian Heritage Month. This year's theme is "Growing Native Leaders: Enhancing Our Seven Generations." Use the 12 steps in the article to the left to help facilitate a special observance, celebrating American Indian accomplishments!