

# CIVIL RIGHTS ON DECK



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## “#Inclusion Works, Make Inclusion a Core Value!”



In October, Coast Guard Headquarters, hosted an observance of National Disability Employment Awareness Month. The workforce was honored to have, as keynote speaker, Mr. Trevon Jenifer, 2016 U.S. Men’s Wheelchair Basketball Team Paralympics gold medalist. Mr. Jenifer was born without legs due to a rare disorder called congenital ampu-



tation. Yet, he never allowed this condition to prevent him from competitive sports and the many milestones he went on to achieve. His stories and experiences moved those gathered for the occasion. At right, RADM Paul Thomas presents Mr. Jenifer with CG mementos. *By Mr. Juan Torres*

## Supervisor’s Actions on Leave Issue Ruled Discriminatory



A management official lowered an employee’s annual performance evaluation due to leave usage that was approved for a disability. Had this manager been subjected to CG’s mandatory EEO/EO training, he would have known better. When a manager approves leave for a disability-related matter, it is considered granting a reasonable accommodation request, and therefore, it should not be used against an employee.

(The employee should have been rated based on the period that she worked.) Lowering the employee’s performance as a result of her disability-related leave constituted an unfavorable employment action. (The judge ruled that lowering the evaluation amounted to discrimination based on disability.) *Illiana S. v. EEOC*, EEOC Appeal No. 0120123242 (July 11, 2016). *By Ms. Kimberly Day-Lewis*

## Reprisal: Words Matter

In a recent case, the EEOC determined that a supervisor’s statements supported a reprisal claim. **Reprisal/retaliation can occur when a supervisor or employer changes his or her actions after an employee has engaged in EEO activity. EEO activity includes, but is not limited to, filing an EEO complaint, opposing discrimination, requesting a reasonable accommodation, and or acting as a witness during an EEO investigation.** In this case, during a staff meeting, the supervisor made remarks that intentionally went towards discouraging employees from engaging in EEO activity. Specifically, he told employees if they filed EEO complaints, he would react unfavorably; and nothing would happen to him. *Mindy O. v. Department of Homeland Security (Transportation Security Administration)*, EEOC Appeal No. 0720150010 (Sept. 2, 2016). *By Ms. Erika Selmon*



## DHS Seeks Mediators

The Department of Homeland Security, Civil Rights and Civil Liberties (DHS/CRCL) Shared Neutrals Program seeks employees interested in becoming qualified mediators (collateral-duty) for DHS components. Successful applicants will attend training and assist DHS by attempting to resolve EEO and non-EEO disputes between employees and managers. ADR is available to all employees and applicants. The Office for CRCL is looking to expand its cadre of trained mediators. If you would like to become a DHS mediator, or if you are a trained mediator and would like to join the DHS/CRCL program, please contact CG’s point of contact: Mr. Benjamin Vasquez, ADR Manager at (202) 372-4503.

## CIVIL RIGHTS DIRECTORATE

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## Coast Guard Salutes Partnership in Education High Achievers



The Coast Guard encourages educational partnerships that create awareness of CG missions and introduce students to a wide range of career opportunities at CG. Towards that end, each year, special recognition is given to CG members who foster its guiding principles. Please join us in congratulating the following 2016 CG PIE award recipients:

**PIE Coordinator of the Year:** LT Jesse Webster, Sector Lake Michigan, Milwaukee, WI

**Sustained Excellence in CG PIE:** SK1 Jaclyn Stamos, CG Activities Europe

**Best Unit Partnerships:**

Civil Engineering Unit Providence RI (up to 100 personnel)

Sector Lake Michigan, Milwaukee, WI (more than 100 personnel)

**Best Collaborative Partnerships:**

Station Juneau (AK) (up to 100 personnel)

Coast Guard Yard, Surface Forces Logistic Center, Sector Maryland-National Capital Region, C3CEN Baltimore Electronic Repair Facility, Baltimore, MD (more than 100 personnel).

Pictured: Pie Coordinators, Sector Lake Michigan. For additional information, see ALCOAST 360 /16. By Ms. Gwendolyn White

## The Civil Rights Directorate Wishes You a Happy Thanksgiving Holiday!

### The Civil Rights Directorate (CRD) Congratulates One of Its Own

Civil Rights Service Provider (CRSP), (former Chief) Shawn Frohman recently advanced to Senior Chief. Family and friends were present at the ceremony held at the Chiefs' Mess in Cape May, NJ on September 30, 2016. (Pictured left to right) Mr. James Ellison, CRD Senior Advisor, HQ presents the certificate of promotion to Senior Chief Frohman, Cape May; and Ms. Rayann Saddoris, CRSP, Cape May.



### CRD Welcomes New Shipmate



◀The Civil Rights Directorate welcomes Ms. Tonisha Layne-Larson as the new Region 4, Zone 9, EEO Manager in Houston, TX. Prior to joining CG, Ms. Layne served as the EEO Program Manager for the Department of Veterans Affairs Montana office, where she was responsible for EEO, Alternate Dispute Resolution and Special Emphasis programs. She also held several civil rights positions with the U.S. Air Force. Ms. Layne completed her studies in Organizational Leadership.

She shared: she enjoys helping people address human relations concerns; and she strives to develop effective ways toward achieving professional and personal goals. By Ms. Edriana Wayson

### CG PIE Art Contest Winner Featured in Local News!



State Rep. Andria Tupola and members of Coast Guard Sector Honolulu and Coast Guard 14th District presented Julia Samson with a certificate and \$100 check during a recognition ceremony at Kapolei Middle School, Oct. 25, 2016. Julia was the grand prize winner of an international student art contest co-sponsored by the U.S. Coast Guard, the North American Marine Environment Protection Association, Mystic Aquarium and the Inter-American Committee on Ports of the Organization of the American States. To learn more, check out the TV news coverage at:<http://www.kitv.com/clip/12851722/kapolei-middle-school-student-wins-coast-guard-contest>. By PA2 Melissa McKenzie

**The time is always right to do what is right. Martin Luther King, Jr.**