



CIVIL RIGHTS ON DECK

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Disability Employment Front and Center

By Cosette Macari

Improving overall workforce recruitment rates of persons with disabilities (PWD), with special focus on persons with targeted disabilities (PWTd) is a priority in the Coast Guard. October is National Disability Employment Awareness Month (NDEAM). In President Obama's proclamation on NDEAM, he outlined nationwide goals to "recommit ourselves to implementing effective policies and practices that increase employment opportunities for individuals with disabilities." The President also announced new initiatives that his administration is undertaking. One significant initiative is a collaborative event by the Office of Personnel Management and Department of Labor's Office of Disability Employment Policy to organize a day-long Federal Government-wide job fair for

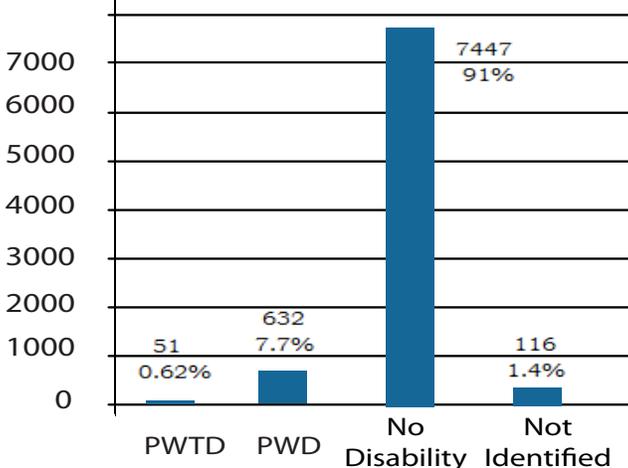


MIAMI - Coast Guard Air Station Miami hosted students from the Miami Lighthouse for the Blind and Visually Impaired teaching them about Coast Guard aircraft, missions, values, and employment opportunities. Capt. Robert Grant, deputy chief of staff, Seventh Coast Guard District (far left) and Virginia Jack, president and CEO, Miami Lighthouse for the Blind and Visually Impaired (seated) pose with instructors and students at the facility's music and sound studio Wednesday, Aug. 5, 2009. (Coast Guard photo/Petty Officer 3rd Class Nick Ameen) For full story and photos visit https://www.piersystem.com/clients/crisis_586/264933.pdf.

PWD that will take place in early spring of 2010.

The Coast Guard is committed to increasing employment opportunities for PWD and PWTd and encourages its hiring officials to consult with their Command Staff Advisors about opportunities to recruit persons with [targeted] disabilities. Please visit the following websites to obtain additional information on recruitment opportunities for PWDs. For a database of recent college graduate students who are disabled and looking for work visit www.wrp.gov; for databases for hiring wounded or disabled veterans visit www.woundedwarriorproject.org, www.hireheroesusa.org or www.dol.gov/vets/welcome.html; for general information and resources on disability employment visit CAP Get Fit website, www.tricare.mil/cap/getfit, earnworks.com, or www.epolicyworks.org; for news and activities regarding NDEAM visit the Depart of Labor's ODEP website, www.dol.gov/odep/index.htm.

FY09 Thru 3rd Qtr



PWD AND PWTd - Chart shows percentages of PWD and PWTd in the Coast Guard for FY09 through the 3rd quarter.

CRSP of the Year

By Nichole Milline

SCPO Kevin Kirkpatrick (District 13) was awarded the Civil Rights Service Provider (CRSP) of the Year for 2009. The award was presented at the Civil Rights Alignment Summit held at the Defense Equal Opportunity Management Institute (DEOMI), Patrick AFB, Fla. on Sept. 15, 2009. As an Equal Opportunity Advisor, Kirkpatrick is recognized for his outstanding service of fostering human rights equality and advancing an organizational culture that values diversity by providing Sexual Harassment Prevention and Human Awareness Training to more than 20 units and over 1900 military members and civilian employees. Coast Guard salutes SCPO Kirkpatrick for outstanding performance and for being a great leader!



WINNER - 2009 CRSP of the Year, Senior Chief Petty Officer Kevin Kirkpatrick.

Calendar Check

National Disability Employment Awareness Month
Oct. 1-31, 2009

National American Indian Heritage Month
Nov. 1 -31, 2009



Complaints Corner

By Tony Paras

Brown v. United States Postal Service, EEOC Appeal No. 0720060086 (October 31, 2008)

On appeal, the Commission upheld that the U.S. Postal Service discriminated against an Appellant based on her disability for failing to provide a reasonable accommodation, and for harassment. The Appellant suffered from Depression and Post-traumatic Stress Syndrome (PTSD) as a result of a personal event. However, a separate work incident triggered a relapse of her PTSD where she alleged that the agency discriminated against her based on her disability when her supervisor made a statement that she should become a "greeter" at Wal-Mart; and assigned her to work on sorting machines. During the hearing stage, an EEOC AJ ruled in favor of the Appellant and found that her disability was a motivating factor in the harassment: the Wal-Mart comment related to the Appellant's disability which negatively aggravated her condition; and she was required to work on sorting machines although the Appellant informed her supervisors that the work affected her condition.

SELEOS

By CDR Valerian Welicka

The Civil Rights Directorate sponsored a two-day Senior Executive Leadership Equal Opportunity Seminar (SELEOS) at the Defense Equal Opportunity Institute (DEOMI) located at Patrick Air Force Base, FL, in mid-September.

SELEOS is tailored to assist Flag, Senior Executive, and Command Master Chief corps to fulfill a Commandant mandate to bring awareness to Civil Rights, EO, EEO, and Diversity issues. The inaugural SELEOS was held in March of this year and the second seminar was improved with recommendations given by attendees from the first. Attendees benefited from presentations by subject matter experts such as an EEOC Administrative Judge (EEO Law), DEOMI Instructor (DEOMI Equal Opportunity Climate Surveys), a Diversity Trainer (CG Diversity Overview) and CRD Leadership (CR program/process and ADR). The seminar received accolades from attendees including the Vice Commandant, VADM David Pekoske. The next SELEOS is planned for February 2010.

Under One Accord

By Ashleigh Ervin and Cosette Macari

The new Civil Rights Directorate (CRD) completed restructuring on Oct. 1, 2009. This marks a significant milestone and plainly stated, it means the Directorate has in place:

- Service-wide access to a full time Civil Rights Service Provider (CRSPs).
- New reporting structure so CRSPs report directly to the Civil Rights Directorate at Coast Guard Headquarters.
- Revised civil rights training to ensure consistency throughout the Coast Guard.

The Directorate held an alignment meeting at the Defense Equal Opportunity Management Institute (DEOMI) at Patrick Air Force Base in Fla. to put finishing touches to processes, procedures and functions to ensure unity of effort.

Tapping into both internal and external experts, CRSPs received tools and tips for maximizing performance while another portion of the meeting devoted time to understanding differences and meeting communications challenges. Attendees also reviewed the command checklist highlighting responsibilities and encouraging dialogue about civil rights.