



CIVIL RIGHTS ON DECK

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COAST GUARD HISTORY

First Female Superintendent of the United States Coast Guard



RDML Sandra Stosz will be the first female Superintendent of the United States Coast Guard Academy. Currently, RDML Stosz serves as the Director of Reserve and Leadership, she will become the first, and only female to lead a U. S. service academy when she assumes command of USCGA next summer.

Civil Rights Directorate

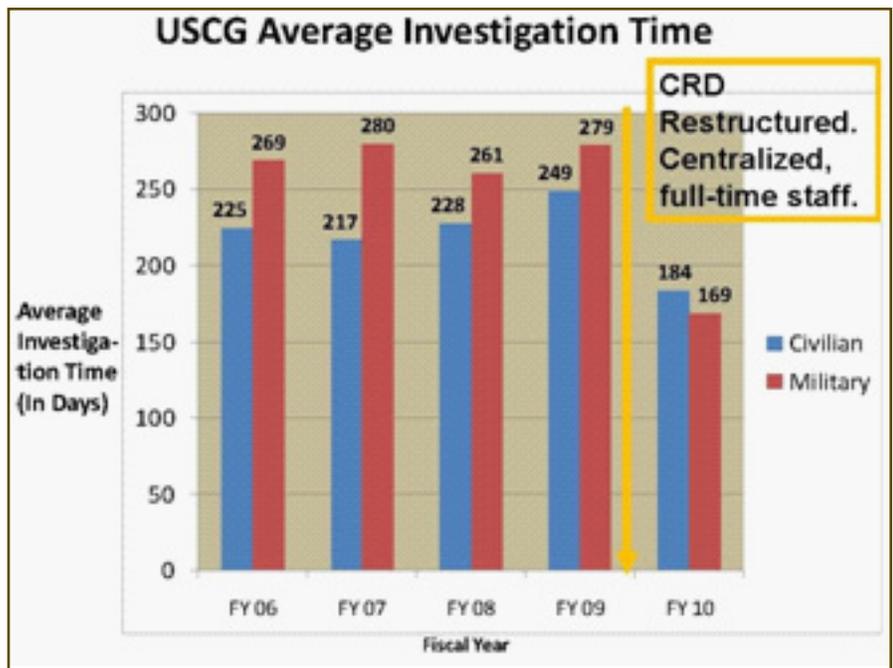
- MS. Terri A. Dickerson, Director
- CAPT Eku Faux, Chief, Office of Civil Rights Policy, Planning and Resources
- MS. Francine Blyther, Chief, Office of Civil Rights Operations
- MS. Arlene Gonzalez, Chief, Compliance and Procedures Division
- CDR Valerian Welicka, Chief, Planning and Resource Management Division
- CDR Pedro Jimenez, Executive Assistant

Solutions and Complaints Division (CG-00H-2S) Closes FY10 with a Bang!



CG-00H-2S oversees the EO/EEO complaint process, ensuring fair, impartial, and timely processing of employment discrimination complaints Coast Guard-wide. The small cadre of only 7 employees who comprise this CRD division provide guidance and support to field CRSPs who ultimately provide professional services to a CG workforce of more than 50,000 military and civilian members. "Our mission is to enforce civil rights laws, regulations and Coast Guard's anti-harassment policies," says Barbara Stewart, Division Chief. The following represents some significant milestones for fiscal year 2010, that are attributed to the tireless efforts of CRSPs and their commitment to providing timely and quality equal opportunity services, coupled with CG-00H-2S staff's guidance, support and meticulous management of complaint processes:

- Coast Guard was the first Department of Homeland Security (DHS) sub-component to submit two annual reports that represent complaint processing trends and analyses, namely the *Annual Federal Equal Employment Opportunity Statistical Report of Discrimination (known as the EEOC-form 462 Report)* and the *Annual Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act) Report*.
- Within a year of acquiring Final Agency Decision (FAD) responsibility and inventory for military complaints from DHS, all 48 backlog military FADs were issued, eliminating the entire backlog.
- 100% timely issuance of new military Final Agency Decision (FADs).
- 97 % timely pre-complaint processing (DHS-wide average is 81%).
- 98 % timely EEO investigations (DHS-wide average is 51%).
- An Efficient CRD: In FY09, Coast Guard restructured its civil rights directorate. Even with the responsibility to implement second- and third-order structural adjustments based on feedback and emerging needs, CG has made admirable progress. For example, investigations are now completed more efficiently, by a full-time staff reporting centrally. Such modifications trimmed processing times for military complaint investigations by 40%; and civilian by 27%. EEOC establishes "Efficiency" as the 5th of 6 Essential Elements of a Model EEO program. ►



AIRSTA MIAMI & CG INSTITUTE RECOGNIZED FOR OUTSTANDING EDUCATION PARTNERSHIPS



The outstanding collaboration between Air Station Miami, Florida Memorial University, and Experience Aviation was recognized by Coast Guard during an awards ceremony in Opa Locka, FL. The 2010 Partnership in Education PIE Collaborative Award went to Air Station Miami for its promotion of excellence in aviation education through mentorship and educational opportunities. Pictured left to right, CAPT Richard Kenin, CO, LT Ryan Seymour, PIE Coordinator and AETCM Jeffrey Pomeroy, Command Master Chief, accepted the award on behalf of Air Station Miami presented by CAPT Eku Faux, Civil Rights Directorate (right center).



The Coast Guard Institute received the Partnership in Education Unit Award at an awards ceremony at Mustang Elementary in Mustang, OK on 10 December. Twenty-two of the 28 active duty and civilian members of CG Institute staff diligently dedicated more than 250 hours to working with students in grades three through five. LCDR Kevin McCormack (left), CO, received the award presented by CAPT Eku Faux (right), Civil Rights Directorate. Submitted by Gwendolyn White

February: National African American History Month!

During the month of February our nation recognizes the many contributions and the rich heritage of African Americans. This event grew out of a week celebration termed “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated February as National African American History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history. For more information visit: <http://www.defense.gov/specials/africanamerhistory/> Submitted by Nichole Milline

Complaints Corner

Final EEOC Regulations Released. On November 9, 2010, the Equal Employment Opportunity Commission (EEOC) released its final regulations implementing Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits employment discrimination on the basis of genetic information. The regulations give agencies until January 10, 2011, to make prescribed changes to how they will request employment medical documentation from health care professionals pertaining to leave or disability accommodations. According to the regulations, a “request” for genetic information includes actions such as conducting an internet search on an individual in a way that is likely to result in obtaining genetic information; actively listening to third-party conversations or searching an individual’s personal effects for the purpose of obtaining genetic information; and making requests for information about an individual’s current health status in a way that is likely to result in obtaining genetic information. To learn more about EEOC’s new GINA regulations, visit the United States Equal Employment Opportunity Commission’s website at <http://www.eeoc.gov/laws/regulations/gina-background.cfm>.



Meet Mr. Sepulveda and Ms. Ervin, New CRDs Shipmates!

Mr. Orlando Sepulveda reported as the new Civil Rights Officer for Region 2 (Zone 9), on August 30, 2010. CRD is pleased to have Mr. Sepulveda serving in this newly created position. His area of responsibility covers, Colorado, Kansas, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas and Wyoming. Mr. Sepulveda worked with the U.S. Equal Employment Opportunity Commission, NASA Ames Research Center, and US Forest Service; where he served as an investigator and Equal Opportunity Specialist. Mr. Sepulveda holds a B.A. in Business Administration from University of San Diego. His hobbies include hunting, fishing, camping, and kayaking. Submitted by Benita Holley



Also, Ms. Ashleigh Ervin assumed the duties of Equal Employment Opportunity (EEO) Specialist, Civil Rights Directorate Region I, during November 2010. Ms. Ervin holds a B.A. in Political Science from the University of Texas at San Antonio, and is currently working on her M.A. in Political Science with an emphasis on Political Communications and Behavior. Ms. Ervin previously worked at USCG Headquarters as an intern and now rejoins as a full-time EEO Specialist. Welcome Aboard! Submitted by Capresha Caldwell