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ANNUAL CIVIL RIGHTS SERVICE PROVIDER (CRSP) AWARDS PROGRAM

NUMBERS

.94 – Percent of Persons With Targeted Disabilities Employed by the Federal government during the last FY. (Source: Equal Employment Opportunity Commission.)

IN COAST GUARD HISTORY

LT Herbert M. Collins, USCG (Ret.) is the last living veteran of the historic all African American Pea Island Lifesaving Crew.



PRE-EMPLOYMENT ADVICE

Not Permissible: To ask for a reference from a member of the clergy. Permissible: To ask for the names of people willing to provide professional references for the candidate.

OFFICE OF CIVIL RIGHTS

Ms. Terri Dickerson, Director
CAPT Joseph Kolb, Deputy
Ms. Tina Calvert, Compliance and Liaison
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Best Practices, Photos to share? Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, ☎202-372-4500 Fax 202-372-4967 or email, deborah.i.gant@uscg.mil

Coast Guard honored two individuals, Mr. Lesley Delney, Coast Guard Yard, and Petty Officer Erik Patterson as Civil Rights Service Providers (CRSPs) of the year during an event at Headquarters, 10 December. In presenting awards, Vice Commandant, VADM Vivien Crea commended the two recipients and all who serve to enforce



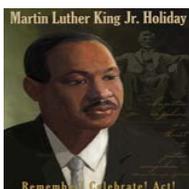
civil rights laws on behalf of the Coast Guard workforce. Ms. Stephanie Credle, Atlantic Area Civil Rights Director, accepted the Collateral Duty CRSP award on behalf of Petty Officer Erik Patterson (not pictured) who was unable to attend the ceremony as it coincided with the birth of his second child. PO Patterson was cited for actions as Chair, Atlantic Area/District 5 Human Relations Council including organizing innovative educational civil rights programs. Pictured at right: VADM Crea, Ms. Terri Dickerson, Director Office of Civil Rights, award recipient Mr. Lesley Delney of the Coast Guard Yard and his mother, Ms. Marie Cheney. Mr. Delney was cited for providing senior leadership with statistical workforce analyses, for increasing cultural and community awareness and for efforts to promote equal opportunity to more than 700 employees at one of Coast Guard's largest units.

COMPLAINTS CORNER ... DID YOU KNOW?



Numerous methods collectively comprise Alternative Dispute Resolution (ADR), such as Facilitation, Fact-Finding, Ombudsman, Early Neutral Evaluation, Mini-Trials, Peer Review, and Settlement Conference among which the most preferred for resolving disputes is Mediation. The Equal Employment Opportunity Commission requires Agencies to incorporate mediation into their complaint process and investigative efforts in order to promote early resolution of complaints regardless stage (informal or formal stage).

Mediation Facts: It's Free, it saves time and money, it's confidential, it avoids litigation, it improves communication, and most importantly, everyone Wins!



DR. MARTIN LUTHER KING JR. OBSERVANCE WEEK, THEME:
"REMEMBER, CELEBRATE, ACT: A Day On, Not A Day Off"

PACAREA HOSTS COLLATERAL-DUTY UNIT CIVIL RIGHTS OFFICER TRAINING



The Pacific Area Civil Rights team hosted its annual Collateral Duty Civil Rights Officers (CDCRO) training 17-21 September at the Naval Amphibious Base on Coronado Island, San Diego, CA which 33 CDCRO's attended. Sessions

covered a wide variety of topics, including CDCRO duties and responsibilities, civil rights laws, diversity, communication and listening skills, observances, Management Directive 715 (MD715), mediation, and discrimination reporting. PACAREA Director of Civil Rights, Ms. Patricia Tyler was coordinator and lead instructor. Pictured above, Chief of Staff, RDML Daniel A. Neptun, shares his vision on the important role CDCRO's play in assisting all units to better perform their mission. He encouraged CDCROs to address actions or behavior that go against the Coast Guard's core values and to work closely with command leadership while supporting every employees right to a workplace free of discrimination and harassment. RDML Neptun emphasized the importance of resolving complaints at the lowest level through close coordination with the aggrieved and leadership.

The training included breakout, role-play and question and answer sessions to help participants understand civil rights laws and Coast Guard policy against discrimination.

UPCOMING EVENTS



JANUARY 2008

14th-18th; Dr. Martin Luther King Jr.

Observance Week Activities

Theme: "Remember, Celebrate, Act: A Day On, Not A Day Off" Breakfast; Washington, DC; Sponsor: Martin Luther King, Jr. Center for Non-violent Social Change, (404) 526-8975/8961 or 524-1956.

DEOMI Training

13 Jan - 8 Feb Equal Opportunity Advisor Reserve Component Program (EOARCP) - Resident Phase; DEOMI Campus, Patrick AFB, FL (Resident Phase), for more information visit www.DEOMI.org

28 Jan - 1 Feb; Special Emphasis Program Managers Course (SEPMC); Indianapolis, IN DFAS POC: Valerie Frazier, Commercial: (317) 510-3771 DSN: 699-3771

4 Feb - 15 Feb; Equal Employment Opportunity Counselor Program (EEOCP); DEOMI Campus, Patrick AFB, FL, for more information visit www.DEOMI.org

WE WISH YOU HAPPY HOLIDAYS!



The USCG Office of Civil Rights wishes you Happy Holidays. Pictured bottom row (left to right) Ms. Talisha Rosen (as Mrs. Santa Claus), Ms. Terri A. Dickerson, Director; CAPT Bart Kolb, Deputy Director, and Division Chiefs Ms. Arlene Gonzalez and Ms. Tina Calvert. Second row (left to right:) Mr. Herbert Johnson, Ms. Deborah Gant, Ms. Francine Blyther, Mr. Warren Bolden, Mr. Bill Porter, Ms. Nichole Milline, Ms. Yvette Laurie-Johnson. Back row (left to right): SKC Mickey Skiles, Mr. Vincent Patterson, Mr. Larry Houston, LT Kurt Schulte. (Not pictured: Ms. Bernie Fortenbaugh and LCDR Leona Roszkowski.