



CIVIL RIGHTS ON DECK

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Happy New Year, and Best Wishes for 2010!



Happy New Year, and Best Wishes for 2010, from the Headquarters Civil Rights Directorate, CG-00H, pictured with the Commandant. Back Row: Mr. Tony Paras, Ms. Terri Dickerson, The Commandant/Admiral Thad W. Allen, LCDR Terry Douglas, Mr. Gem Tolentino. Center Row: Mr. Joseph DeRosales, Ms. Arlene Gonzales, Ms. Barbara Stewart, CDR Kofi Aboagye, Mr. Sean Dixon. Front: Ms. Francine Blyther. Not pictured: Ms. Deborah Gant, Ms. Nichole Milline, Mr. Vincent Patterson, Ms. Talisha Rosen, SKC Mickey Skiles, CDR Valerian Welicka, Ms. Gwen White, Mr. Martin Delgado, and Ms. Sandra Hewitt.

Complaints Corner

BY GEM TOLENTINO

Medrano v. Department of Homeland Security, 108 LRP 58023 (EEOC OFO 09/30/08).

Ruling: A supervisor retaliated against the complainant when he discussed her EEO complaint with employees and solicited their testimony.

What it means: A supervisor's open discussion of a complainant's EEO activity in the office and attempts to get employees to testify for her is unlawful because it is the type of conduct that would likely deter an employee from engaging in EEO activity.

As a remedy for the retaliation, the EEOC directed the agency to investigate the complainant's entitlement to compensatory damages, provide EEO training to the supervisor who engaged in retaliation, and consider taking disciplinary action against anyone responsible for the retaliation.



CRD Hosts Commandant's First Chili Cook Off



Start Your Crock Pots! The Civil Rights Directorate is the Lead Office for the Coast Guard's 2009 fundraising effort benefitting the Combined Federal Campaign for the National Capital Area. The Campaign gives hope and improves the lives of Community Members through donations to charities pre-approved by the Federal Government. Coast Guard employees sponsored creative events to promote the Campaign and raise funds including a pancake breakfast, used book sale, raffles, and the first ever Commandant's Chili Cook-Off, pictured above. Thus far, Coast Guard employees have contributed more than \$600,000 to the overall \$3.4 million Department of Homeland Security goal for the National Capital Region.

Training Day

Training day: thanks to everyone who helped the civil rights directorate execute its summit at Patrick Air Force Base, FL (pictured right). Evaluations indicate that participants found the sessions helpful overall, especially: the Command Checklist, Reporting Requirements, Strategic Plan, and Defense Equal Opportunity Climate Surveys (DEOCS). Also rated highly by attendees were the Regional Breakout sessions, and the location/facility (Defense Equal Opportunity Management Institute). Great team effort!



Calendar Check

2010



MARTIN LUTHER KING, JR. BIRTHDAY
JAN. 18, 2010

AFRICAN AMERICAN HISTORY MONTH
FEB. 1-18 2010

Welcome Aboard

BY COSETTE MARCI



Martin Delgado is the newest member of the Civil Rights Directorate, filling the position of Training Manager. Delgado enlisted with the Coast Guard two years after graduating high school, as a Seaman, serving at a Search and Rescue station. He remained in the Coast Guard working from Third Class Petty Officer to Chief and then Chief Warrant Officer Electronic Technician.

Most recently, Delgado was a trainer, facilitator, and platform instructor at the Defense Equal Opportunity Management Institute (DEOMI). Marty is married with four daughters and one son.

2010 Equal Opportunity Awards Schedule

BY NICHOLE MILLINE

NOMINATIONS DUE:

5TH JANUARY: DoD African American History Month Recognition Awards; Theme: "The History of Black Economic Empowerment," February 18-19, Morehouse College, Atlanta, GA. For details visit www.asalh.org

12TH FEBRUARY: Women's History Month, Science Technology Engineering and Math (STEM) Role Model Award, Theme & Place: TBD

2ND MARCH: National IMAGE, INC. Meritorious Service Award; April 5-9, Sheraton San Diego Hotel and Resort, San Diego, CA; www.nationalimageinc.org