THE COMMANDANT OF THE UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001

EQUAL OPPORTUNITY POLICY STATEMENT

All Coast Guard personnel - military, civilian, and auxiliary - shall be treated with respect. I am personally committed to ensuring that the Coast Guard provides an environment that values and embraces the contributions and potential of every member of our workforce, as well as those seeking to join our organization. Our core values of Honor, Respect and Devotion to Duty are fundamental to our individual and collective success.

The Coast Guard prohibits all forms of discrimination that violate law or policy in any action affecting its personnel, those seeking employment with the service, and those benefiting from its public services or sponsored programs.

Toward this end, Coast Guard shall:

Reach out widely to identify the best qualified applicants for enlistment, officer accession, civilian employment, and auxiliary enrollment;

Recruit, retain, train and deploy a highly capable, diverse and flexible workforce;

Ensure that the Coast Guard gives all people fair and equal treatment in personnel decisions; evaluates personnel based on their job performance; provides advancement and retention opportunities based on demonstrated performance and potential; and

Acts promptly, appropriately, and effectively to enforce this policy and to ensure personal accountability.

Every Commander, Commanding Officer, Officer-in-Charge, manager and supervisor must be personally committed to and responsible for fair and equal treatment of all Coast Guard personnel and those with whom it interacts. The Coast Guard must be a model organization that ensures no unlawful discrimination in recruitment, selection, assignment, retention, training, or general treatment of any of its members.

T. W. ALLEN
Admiral, U. S. Coast Guard