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## MEMORANDUM

From: A. B. Morrison, CDR  
CGC MOHAWK (WMEC-913)

To: All Hands, CGC MOHAWK

Subj: LEADERSHIP DIVERSITY ADVISORY COUNCIL (LDAC) POLICY STATEMENT

### LEADERSHIP DIVERSITY ADVISORY COUNCIL

As professionals in the United States military, we are directly responsible for the workplace environment onboard CGC MOHAWK. The purpose of the Leadership Diversity Advisory Council (LDAC) is to create and maintain a positive workplace where everyone is encouraged to use their unique talents and skill sets to achieve their full potential and maximize their contribution to CGC MOHAWK.

To achieve the vision of the LDAC, it is important to encourage positive expressions of culture, beliefs, and values. We are part of an ever changing and multi-cultural society so diversity is an operational imperative. While individuals may have different ethnicities, personal backgrounds, or religious beliefs, our Core Values of Honor, Respect, and Devotion to Duty bring us together as one team.

I believe so strongly in these Core Values that my command philosophy is framed around these three principles. I ask for your support of the Core Values and my philosophy while we serve together. Furthermore, I ask all members assigned to the LDAC to bring forward ideas and initiatives (i.e. community service projects; morale activities; all-hands discussions; etc.) for my consideration that strengthen our resolve for the Core Values and my command philosophy.

### WE DO NOT TOLERATE DISCRIMINATION

The cornerstone of our democracy is respect and equality for all. We shall treat each other with fairness, dignity and compassion regardless of race, religion, gender, ethnic background or disability. We teach individuals to recognize discrimination, and we expect everyone to take positive steps to address and eliminate it. This requires personal leadership and commitment from everyone, especially those in supervisory positions.

### WE DO NOT TOLERATE ANY FORM OF SEXUAL HARASSMENT OR SEXUAL ASSAULT

Sexual Harassment involves unwanted sexual advances, sexually oriented verbal or non-verbal or physical contact. Such behavior has a devastating impact on our workforce. It diminishes self-esteem, erodes teamwork, and inhibits performance. The crimes of rape, sexual assault, and

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aggravated or abusive sexual contact continue to plague our service, erode trust and confidence among Coast Guardsmen, and degrade our mission effectiveness.

We will take positive steps to prevent these incidents, and we will act swiftly and decisively on reports of sexual harassment or assault. Personnel must feel free to report all incidents of sexual harassment or sexual assault.

#### WE VALUE THE DIVERSITY OF OUR WORKFORCE

We are committed to an organizational culture that capitalizes on the strengths of a diverse workforce. We must maintain a positive environment where differences are recognized, understood, and valued so that all can achieve their full potential and maximize their contributions to our mission. We believe in Cognitive Diversity – how a diverse workforce contributes immeasurably to the creative thinking and innovation critical to excellence.

#### DISCRIMINATION COMPLAINT/CONCERNS PROCEDURES

Discrimination complaints and/or concerns must be presented to one of the following: The Commanding Officer; the Executive Officer; the Command Chief; or Zone 7 Civil Rights Directorate.

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