



THE COMMANDANT OF THE UNITED STATES COAST GUARD

Washington, DC 20593

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EQUAL OPPORTUNITY POLICY STATEMENT

The increasing demand for Coast Guard missions requires a total workforce that is dedicated, professional, and passionate. In a rapidly changing world with fierce competition for talent, we must safeguard our workplace to ensure an equitable, respectful, and inclusive environment for all.

The Nation places special trust in the Coast Guard and our Sentinels. Our actions today affect the workforce of tomorrow and we must be an agile and resilient organization to sustain our operational excellence in the future. Senior leaders, commanding officers/officers in charge, managers, supervisors, team leaders, and anyone in a role that inspires or leads others must:

- Recruit, train, develop, promote, reward, retain, and deploy a skilled and diverse workforce who are treated fairly and consistently.
- Ensure that opportunities in the Coast Guard are publicized to the widest extent possible to identify, from all areas of our country and all parts of our society, highly qualified applicants for enlistment, officer accession, civilian employment, and Auxiliary enrollment.
- Monitor command climate to ensure interactions are respectful and inclusive.
- Maintain a work environment free from incidents of unlawful discrimination, hate, and harassment of any kind. The Coast Guard must also be free of any reprisal or retaliation for participating in the Whistleblower Protection Act and other protected activities. Guidelines for reporting and responding to unlawful discrimination or other prohibited behaviors can be found on the Coast Guard Civil Rights website: <https://www.uscg.mil/Resources/Civil-Rights/>
- Ensure that all Coast Guard members are educated about their rights and responsibilities under civil rights laws, regulations, and policies.
- Provide equal access to all benefits and privileges of employment to all civilian employees regardless of disability or status.
- Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

Support of equal opportunity is essential. Every member of our workforce will be treated with dignity and respect without regard to race, color, national origin, religion, sex (including pregnancy, gender identity, and sexual orientation), age, disability, genetic information (including family medical history), marital status, parental status, political affiliation, military service, engagement in a protected Equal Employment Opportunity (EEO) activity, or any other basis protected by law. These standards ensure our workforce is always ready to *protect, defend, and save* lives of the people we serve. We must not waiver in upholding these principles.

A handwritten signature in blue ink, appearing to read 'Linda L. Fagan', is positioned above the printed name.

LINDA L. FAGAN

Admiral, U.S. Coast Guard

