

★ STRENGTHENING SERVICE CULTURE ★

COMMANDANT'S DIRECTED ACTIONS ACCOUNTABILITY & TRANSPARENCY IMPLEMENTATION UPDATE

18 COMPLETED

Accountability and Transparency Review (ATR) Implementation Summit

Held Senior Leader Summit to learn the neuroscience of trauma and trauma-informed communication, hear from survivors of military sexual violence, and gain a personal understanding of how these incidents impact victims' lives and impair units' ability to conduct missions safely and effectively. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Senior Leader Engagement 2024 Commanding Officers' Conference

Added skill-focused training on improving command climate to the 2024 Commanding Officers' conferences. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Online Mandated Training

Reestablished standalone mandatory Sexual Assault Prevention, Response, and Recovery training, rather than including it within Resiliency Training. [Coast Guard Training Portal](#)

Victim Mentor

Created a survivor-focused option within the Coast Guard's mentorship program.

Highest Grade Held

Improved policy to clarify factors that trigger reopening a retired officer's Highest Grade Determination. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Characterization of Service

Ensured members found guilty of sexual assault or harassment will be processed for separation, and without receiving an honorable discharge. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Safe to Report Policy

Established a Safe to Report policy so members reporting sexual assault won't be punished for minor collateral violations such as underage drinking or breaking barracks rules. [Feb 29: Take a closer look at the Coast Guard's Safe to Report policy](#)

Administrative Separation Board

Established policy for victims to be present and allowed to speak during administrative separation proceedings related to sexual assault.

Coast Guard Academy Reporting Structure

Made the Coast Guard Academy Superintendent a direct report to the Vice Commandant. [Dec. 6: Commandant sets course for Coast Guard to improve accountability, transparency](#)

Cadet Swab Summer

Improved the cadet summer training program. [June 16: Coast Guard updates Swab Summer for incoming Academy cadets](#)

Cadet Oversight

Improved oversight in cadet barracks. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Cadet Conduct System

Improved the cadet conduct system so it is more effective. [June 18: Coast Guard answers questions the workforce may have after the Commandant's recent testimony](#)

Cadet Victim Support

Explored options to allow cadet victims to transfer to another service academy.

Coast Guard-wide Climate Survey

Completed a service-wide Defense Organizational Climate Survey in addition to individual units' surveys. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Command Transparency Toolkit

Created a toolkit to help commands improve climate and address Sexual Assault, Prevention, Response, and Recovery incidents. [Command Toolkit](#)

Resources Hub

Published a Resources Hub with resources on prevention, accountability, support and recovery. [Crisis Support > United States Coast Guard > USCG Resources](#)

Workforce In-Person Training Modules

Developed training modules on Sexual Assault Prevention, Response, and Recovery, bystander intervention, climate, and accountability to incorporate into leadership training. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Coast Guard Academy Board of Visitors/ Board of Trustees

Give the Coast Guard Academy Board of Trustees greater ability to provide oversight of the Academy.

9 IN PROGRESS

Preparatory Course for New Recruits

Establish a culture and resiliency course immediately after recruit training. [June 26: Future Cape May grads will head to one-week acclimation course](#)

Bystander Intervention Training

Develop a plan to expand in-person bystander intervention training for all members starting in 2025. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

In-Person Sexual Assault Prevention, Response, and Recovery (SAPRR) Training

Develop a plan to provide in-person Sexual Assault Prevention, Response, and Recovery training to all members beginning in 2025. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Victim Recovery

Evaluate options to improve care for sexual assault victims.

Expand Core Values Campaign

Establish a Core Values engagement campaign to ensure all members demonstrate and promote honor, respect and devotion to duty at all times. [June 6: Strengthening Service Culture through Our Core Values](#)

Officer Evaluation System

Update Officer Evaluation System to better emphasize core values. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Addressing Improper Conduct

Clarify in policy commands' obligation to address conduct that falls short of our core values, even if that conduct doesn't rise to the level of a Uniform Code of Military Justice violation.

Coast Guard Academy Physical Security

Improve physical security at Coast Guard Academy cadet barracks. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Direct Access

Improve Direct Access to enable greater accountability/ transparency regarding personnel management.

6 PENDING

Develop More Effective Career Leadership Courses

Improve leadership courses for both senior leaders and more junior members. [Feb. 6: Strengthening Coast Guard Culture](#)

Workforce Resiliency Organizational Structure

Improve coordination between Civil Rights, Diversity, Leadership, Sexual Assault Prevention, Response, and Recovery, Integrated Primary Prevention, Anti-Harassment and other resiliency programs. [Dec. 6: Commandant sets course for Coast Guard to improve accountability, transparency](#)

Sexual Assault Prevention, Response, and Recovery (SAPRR) Strategic Plan

Publish an updated Sexual Assault Prevention, Response, and Recovery Strategic Plan.

Enlisted Performance Qualifications/ Rating Performance Qualifications

Update EPQs/RPQs to better emphasize core values. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Enlisted Evaluation System

Update Enlisted Evaluation System to better emphasize core values. [May 24: Strengthening Service Culture Situation Report: Initial progress to make the Coast Guard a better workplace](#)

Survey Analysis and Trend Development

Improve service's ability to address members' survey feedback.

For more information, visit us online www.uscg.mil/Strengthening-Service-Culture

