



THE COMMANDANT OF THE UNITED STATES COAST GUARD
Washington, DC 20593

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

I am personally committed to providing and sustaining a work environment free from discrimination and harassment. Our mission success depends upon it. Our core values of Honor, Respect, and Devotion to Duty demand it. Federal law and policy require it. Coast Guard men and women deserve nothing less.

Together, we will create and sustain command climates and work environments that promote inclusion, fairness, dignity, and respect for everyone. Every member of the workforce must be familiar with our Equal Employment Opportunity (EEO) policies in order to take a proactive role in preventing and eliminating all forms of unlawful discrimination and harassment. We must eliminate any conduct (verbal or physical) that unreasonably interferes with an individual's work performance or creates an intimidating, offensive, or hostile work environment on the basis of an individual's race, color, national origin, religion, sex (including sexual orientation), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected EEO activity, or any other basis protected by the law. Reprisal or threats of reprisal against individuals who report unlawful discrimination or harassment will not be tolerated.

Coast Guard guidelines for effectively reporting and responding to incidents of unlawful discrimination and harassment are located on the Coast Guard Civil Rights Directorate website: <http://www.uscg.mil/hq/cg00/cg00h/>. Coast Guard members who believe they have been subjected to unlawful discrimination and/or harassment must report it promptly through the supervisory chain of command, the local Civil Rights or Human Resources offices, or other appropriate grievance procedures. All complaints and reports alleging unlawful discrimination and/or harassment will be taken seriously and processed promptly, thoroughly, and through an impartial investigation process. The confidentiality of individuals reporting these unlawful behaviors will be protected to the maximum extent possible. In cases where it is determined that discrimination and/or harassment has occurred, leaders and managers will take immediate and appropriate corrective action.

Performing our duty to act responsibly and treating everyone with dignity and respect will ensure work environments in which all members of the workforce have an equal opportunity to achieve their full potential, contribute to Coast Guard missions, and thrive.



R. J. PAPP, JR.
Admiral, U.S. Coast Guard