



# CIVIL RIGHTS ON DECK

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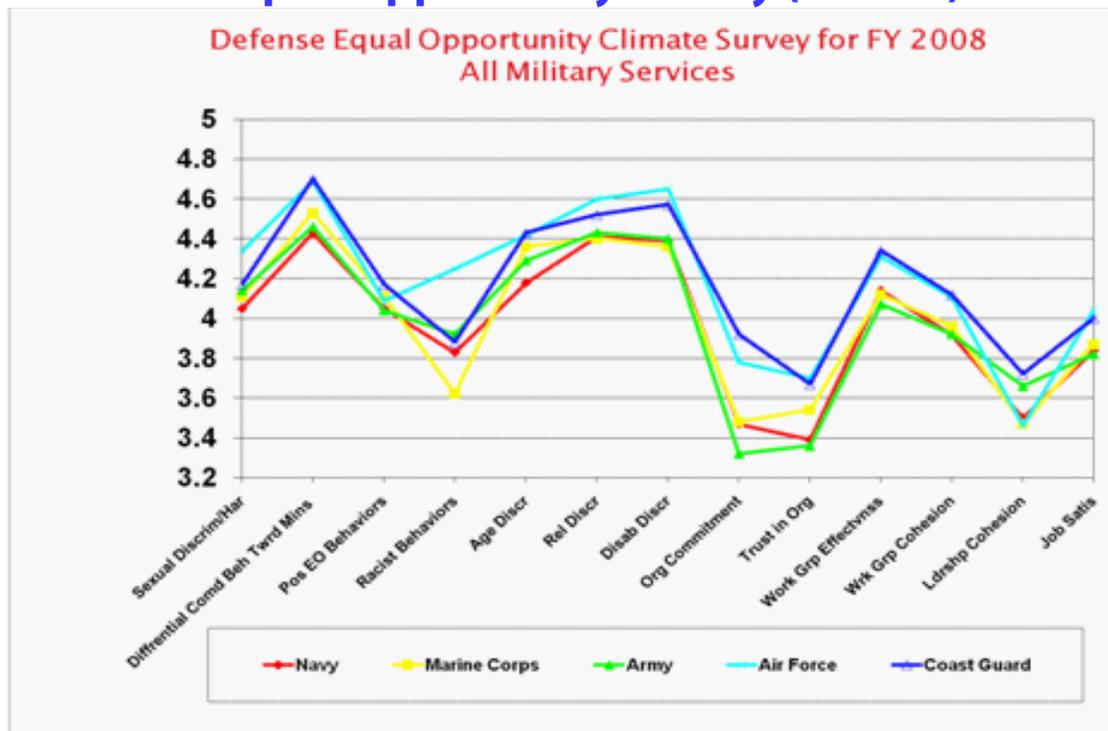
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## Coast Guard History



Born in Panama, Clarence Samuels enlisted in the Coast Guard in 1920, receiving the rate of Seaman 2nd class. By 1928, he assumed command of patrol boat AB-15, becoming the first African American in modern Coast Guard history to command a Coast Guard vessel. In 1929, he was promoted to chief quartermaster, thus becoming the first African American chief petty officer. In the 1930s, he served five years as a member of the Coast Guard's only all African American crew at the Pea Island Life-Saving Station. In World War II, Samuels achieved several more firsts as an African American: He served as an officer on board USS Sea Cloud, the first officially de-segregated federal sea service vessel of any kind in United States history. He became the first African American to command cutters during wartime. Clarence Samuel's achievements seem all the more significant in light of the fact that the Revenue Cutter Service's first officer of African American heritage, Michael A. Healy, never disclosed his race, nor was it known by others; and the fact that the first African-American to captain a U.S. Navy ship took command in 1962. Source: Dr. William H. Thiesen, LANTAREA Historian

## Defense Equal Opportunity Survey (DEOCS) Results



**All Personnel in Military Services:** The Defense Equal Opportunity Climate Survey is required to be administered by all unit commanders annually. Latest available composite results (shown above) for all military services suggests similar trends in personnel perceptions across the 13 unit climate factors measured. (Average scores below 3.2 would indicate areas of possible concern; the space between points on each scale indicates level of agreement or dissonance between groups in their perceptions of each factor. **Best Practice for Commands:** Share your results with everyone in your organization. Focus on giving them the opportunity to provide their insights on the results. **Next month:** Coast Guard Male compared with Female perceptions, and more Best Practices.

## Complaints Corner

BY TONY PARAS

**Why is it important to timely address harassment claims?** In *Capobianco v. Treasury*, EEOC Appeal No. 0720080055 (October 17, 2008), the complainant claimed that the agency discriminated against him on the basis of his age (60) when he was harassed and subjected to a hostile work environment.



According to records, some employees made disparaging remarks about older employees during routine conference call meetings. These included: "why don't these old people just leave" and "why don't these people retire." Records also show that some remarks were made with profanity. The Commission noted that the supervisor was present for the conference calls and heard the remarks. In addition, she was informed of the remarks by complainant and others. However, the supervisor merely directed her staff not to use swear words or profanity during the calls and did not address the age references. The Commission found that the complainant was harassed and subjected to a hostile work environment based on age.

BEST PRACTICES OR PHOTOS TO SHARE? SEND TO DEBORAH.I.GANT@USCG.MIL

# Disability Employment Program

BY GWENDOLYN WHITE

Currently, people with disabilities make up over 185,000 or approximately five percent of the federal government workforce. Executive Order 13078 and the Americans with Disabilities Act (ADA) have increased awareness of hiring options by federal agencies. Section 501 of the Rehabilitation Act of 1973 requires federal agencies to take practical steps to ensure equal employment opportunities for qualified individuals with disabilities. Congress has directed federal agencies to act as model employers of people with disabilities. To this end, each agency must develop and maintain a plan for the hiring, placement, and advancement of people with disabilities. Federal agencies are required to prevent discrimination before it occurs and must have systems in place to monitor their own compliance. Agencies must regularly evaluate employment practices to identify barriers to equal opportunities. Where any barriers exist, they must be eliminated. The Coast Guard endeavors to be a model employer of qualified people with disabilities. The first step for anyone looking for information on Reasonable Accommodations is to review COMDTINST 12713.1: Reasonable Accommodations for Applicants and Employees with Disabilities. The COMDTINST includes all necessary reasonable accommodation request forms and Standard Operating Procedures. Also, CG relies on the assistive technology services from staffs at the DOT Disability Resource Center and DOD's Computer/Electronic Accommodation Program (CAP). While the federal government has made great strides increasing employment and advancement opportunities for individuals with disabilities throughout government agencies, more can be done to employ, promote, and retain federal employees with disabilities.



## Chief Frank Magrans Retires...

BY REGINALD DIGGINS



After more than 30 years of military service culminating in a five-year tenure as Equal Opportunity

Advisor, Chief Francisco J. Magrans of Civil Rights Region 2, Zone 10, retired from the Coast Guard on 5 March 2010. A retirement ceremony was held in Cleveland, Ohio to honor the Chief's faithful service. Chief Magrans helped foster a culture that valued diversity, resolved complaints at the lowest level, and promoted affirmative outreach in the community. His service touched more than 5,500 Coast Guard active duty, reserve, civilian and auxiliary men and women who work in the Great Lakes area. We wish Chief Magrans continual success in his future endeavors. Pictured above: CAPT David Callahan, DCS--Chief Of Staff, Chief Magrans and RDML Peter Neffenger, D9 Commander. Pictured below: CAPT

Michael Hudson, District-D9 DM/DX, Chief Magrans and Ms. Francine Blyther, Chief, Office of Civil Rights Operations.



# EEOC

TRAINING INSTITUTE

**2010 EEOC EXCEL  
CONFERENCE – SAVE THE DATE!**

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[HTTP://WWW.EEOTRAINING.EEOC.GOV/](http://www.eeotraining.eeoc.gov/)

## FINAL SALUTE

Lt. (Ret.) Herb Collins, the last surviving member of the all African American Pea Island lifesaving station crew, passed away on 14 March at his home in Olney, MD. His military career followed that of a family whose record of continuous Coast Guard service, beginning with his Grandfather in 1880, is the longest of any in Coast Guard history. VADM Robert Papp, RADM Manson Brown, and RDML (Ret.) Stephen Rochon took part in his memorial service, which was also attended by RADM Sally Brice-O'Hara and many other Coast Guard leaders and shipmates.