

CIVIL RIGHTS ON DECK



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EO Reviews: Request Technical Assistance



Looking to improve command climate in your unit or want assistance developing action plans to address civil rights issues? An Equal Opportunity (EO) Review can help! The Civil Rights Directorate uses this vital management tool to help units assess command climate, identify existing civil rights barriers, eliminate potential discriminatory practices, and continuously improve upon processes. Commands benefit from the results of the reviews, which often heighten awareness of the workplace climate and allow implementation of proactive strategic measures.

To learn more about this service, contact your local [Civil Rights Service Provider](#) today! Submitted by Dr. Faye Jennings

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"A Day On, Not A Day Off!": MLK Legacy

In honor of Dr. Martin Luther King, Jr.'s legacy of service, CG demonstrated the theme of "Remember! Celebrate! Act! A Day On, Not A Day Off!" through several service projects and cultural events during January, the month of Dr. King's birth. First, twenty-five CG volunteers undertook an improvement initiative at a Washington, DC child and youth center, which serves as a clean safe haven and loving environment for local children. The Children of Mine Youth Center, a 501 (c)(3) volunteer-based after-school program headquartered in a Victorian-style house in Ward 8, provides more than 100 local children with clothes, food, tutoring, and counseling as well as field trips to local church farms and DC cultural attractions. **Pictured:** Volunteers (Ms. Nichole Milline, Ms. Dayra Harbison, and Ms. Gwen White) sort and stock dry goods in the Center's pantry.



On January 29th, several days after the successful service project at the Children of Mine Youth Center, District of Columbia Congresswoman Eleanor Holmes-Norton visited CG Headquarters to offer her insights on the legacy of Dr. King and how he might view today's world. She also praised the growing cooperation between CG volunteers and respected community leaders within Ward 8. Special guests, ADM Robert Papp, Jr., Commandant of the CG; VADM Manson Brown, the Deputy Commandant for Mission Support and fellow Washington, DC native; and Mrs. Hannah Hawkins, inspirational founder of The Children of Mine Youth Center, also joined this inspirational celebration of MLK Day at Headquarters. Submitted by CDR Eric Hoernemann

Help Paint An Accurate Picture of CG Workforce—Take the Survey!

Is your gender, ethnicity, race, and disability information properly recorded in the CG Human Resources system? In late February, CG-121 will launch a short, voluntary email survey that will remain open for 21 days. Update your information in this survey, and help ensure that CG maintains and produces accurate aggregate reports about the compilation of our workforce. For a preview of the survey, see <http://bit.ly/GERDsurvey>. For questions, contact Jo Bonner at Civilian.Pay@uscg.mil. Submitted by Mr. Jason Arnold, Office of Civilian Human Resources

Does Reserved Parking Qualify as a "Reasonable Accommodation"?



The 5th Circuit Court of Appeals recently ruled that an employee does not need to show a direct link between a requested accommodation and the performance of essential job functions in order to establish a discrimination claim under the Americans with Disabilities Act (ADA). In doing so, the appeals court reinstated a fired employees' complaint. The case arose when the former employee of the Louisiana Department of Justice claimed that her employer violated the ADA by refusing to provide her with a free, on-site parking spot to accommodate her disability (osteoarthritis of the knee).

The 5th Circuit also cited guidance from the Equal Employment Opportunity Commission (EEOC) that "providing reserved parking spaces" may constitute as a reasonable accommodation under some circumstances. The appeals court expressed no opinion as to whether this proposed accommodation was reasonable, but sent the case back to the trial court for further proceedings. In light of the ruling that establishing direct link is not necessary, employers should give serious consideration to accommodation requests dealing with workplace access, and be aware that the EEOC has often enforced this process by ruling against employers that fail to adhere to the ADA. *Feist v. Louisiana*, 2013 U.S. App. LEXIS 19133. Submitted by Mr. Johnny McAfee

