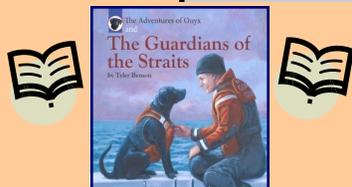


# CIVIL RIGHTS ON DECK



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## New CG Children's Books

Looking for great children's books about the Coast Guard to read to your Partnership In Education (PIE) student or to your little one at home? Check out the children's books by BM1 Tyler Benson (Station Buffalo), Coastie and father!

Based on real search and rescue missions, his series of books chronicles Coast Guard adventures as seen through the eyes of Onyx, a black Labrador. The first of the 20-book series, "The Adventures of Onyx and the Guardians of the Straits" was just released; others will follow in the spring and fall of 2013.

With the goal of enhancing educational opportunities and career awareness for the nation's youth, the PIE program is a perfect fit with these new releases! Copies can be purchased from [www.amazon.com](http://www.amazon.com). Submitted by Ms. Kristin Damigella

## CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director  
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Ms. Emily Harcum,  
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## Reasonable Accommodation: An Interactive Process at Coast Guard

**What is it?** Reasonable accommodation is a change or adjustment to a work environment that permits a qualified applicant or employee with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy the benefits and privileges of employment equal to those enjoyed by employees without disabilities. Accommodations can take many forms, and can sometimes be as simple as adjusting a work schedule, allowing rest times, or making an area more accessible. Notably, CG's reasonable accommodation program is an *interactive* process, where participation by the employee and his or her manager is critical in achieving a successful accommodation.

**How does it work?** One way CG provides job accommodations and related services to CG members and job applicants is through a partnership with the Department of Transportation's (DOT) Disability Resource Center (DRC). This allows DRC staff to work directly with CG employees, applicants, and managers to understand the needs of the employee, investigate the requirements of the job, and find effective solutions. The DRC provides any equipment or services necessary, ensures that the requesting employee can use the accommodation effectively, and even offers training. DRC also follows up with employees to validate that accommodations are effective.

**More?** Read more about reasonable accommodation responsibilities on page 2. Also, you can visit the DRC's website ([www.dot.gov/drc](http://www.dot.gov/drc)), contact your local [Civil Rights Service Provider](#) (CRSP), and check out the Civil Rights Manual ([Chapter 5](#)). Submitted by Mr. Johnny McAfee



## California Governor Recognizes Coast Guard Community Involvement

Recently, the Pacific Area Leadership Diversity Advisory Council teamed up with the Oakland Military Institute to commemorate the hard work and dedication of the CG Partnership in Education "2012 Best Collaborative Partnership" award recipient. During 20 events at the Oakland Military Institute (OMI), 139 CG personnel dedicated more than 1300 volunteer hours to mentor students, foster team-building, and encourage professional development. During 2012, two OMI students who participated in the program were accepted to the U.S. Coast Guard Academy. Guest speakers at the event included California Governor Edmund G. Brown Jr. and Vice Admiral Paul Zukunft, CG Pacific Area Commander, who both discussed the importance of the program and its positive impact on the students and the community. **Pictured (L to R):** Dr. Mark Ryan, Superintendent at OMI, with Governor Brown and VADM Zukunft. Submitted by LT Howard Vacco



## Complaints Corner: What's Retaliation Between Friends?

The EEOC ruled that a United States Postal Service (USPS) employee was subjected to retaliation when her supervisor asked her to drop her Equal Employment Opportunity (EEO) complaint against another manager. It is illegal to "retaliate" or take an adverse action against a person because of their participation in an EEO process. During a pre-disciplinary interview, the supervisor asked the employee to drop the complaint based on their 20-year friendship. The employee later filed two EEO complaints alleging that USPS discriminated against her based on race and reprisal. The EEOC decision did not find evidence of discrimination for any of her claims except for the allegation that she was retaliated against when the supervisor asked her to drop the EEO complaint. Although the supervisor stated she was not threatening the employee and was speaking to her as a friend, the EEOC ruled that these comments constituted retaliation. *Gunther v. USPS*, EEOC Appeal No. 0120110103. Submitted by Erika Selmon

## Civil Rights in the "Birthplace of the Coast Guard"



Mr. Bill Cashman, Zone 1 Civil Rights Officer, recently made a Technical Assistance Visit to USCG Station Merrimack River, in Newburyport, MA to discuss civil rights and conduct training. Site "of the founding of the United States Coast Guard" according to a 1965 Presidential Proclamation, Newburyport is one of only 14 designated "Coast Guard Cities." (Learn more about this recognition at <http://www.uscg.mil/community/>

[Coast\\_Guard\\_Cities.asp](http://www.uscg.mil/community/Coast_Guard_Cities.asp).) Officer In Charge of Station Merrimack River, BMCS Jason Holm, noted the excellent relationship between CG and the community. **Pictured:** Mr. Cashman in the CG Room at the Custom House Maritime Museum, which interprets the maritime history of the area. *Submitted by Mr. Bill Cashman*

## USCG Cadets Form Gay-Straight Alliance



"In the months since the repeal of the U.S. military's 'Don't Ask, Don't Tell' policy, many of the most prestigious military institutions in the country are adding student groups to their club rosters that they had never seen before: gay pride groups.

For nearly 17 years, gay and lesbian soldiers were expected to deny their sexuality under threat of dismissal as part of 'Don't Ask, Don't Tell.' With the repeal of the rule (in) 2011, a new era began for homosexual members of the armed forces. But what about the young cadets preparing to enter their ranks, studying in the nation's top military academies?

In December, a group of students at the U.S. Coast Guard Academy in New London, Connecticut, formed a group called the Spectrum Diversity Council, to serve as a gay-straight alliance on campus..." Excerpt from *Gay Pride Groups Appear at U.S. Military Academies* by Chris Boyette, CNN. Read the entire story at <http://www.cnn.com/2012/03/31/us/military-academies-gay-pride/index.html>.

**Pictured:** CG members participating in the San Diego Gay Pride Parade.

## CG Leadership: What Is Your Role in Reasonable Accommodations?

Managers and supervisors are CG's "first responders" to requests to remove workplace barriers or provide what's known as "reasonable accommodation" for employees/members with disabilities (see page 1, "Reasonable Accommodation: An Interactive Process at Coast Guard").

During National Disability Employment Month, Mr. Linwood Outlaw (pictured right), Zone 6 Equal Employment Manager, provided training on this topic for all CG Elizabeth City supervisors and managers to emphasize the importance of their role in responding to reasonable accommodation requests. Mr. Outlaw led a detailed discussion of requirements of the Civil Rights Manual and answered specific questions from managers and supervisors about their responsibilities. Through these and similar efforts, CRD seeks to provide helpful and relevant guidance on reasonable accommodations which will benefit both the employee and CG. For more info, contact your [Civil Rights Service Provider](#) today or see [COMDTINST M5350.4C, P5-B!](#) *Submitted by Mr. Linwood Outlaw*



## CRD Welcomes New Deputies!

Mr. Edgar (Ed) Weaver Jr. joins CG's Civil Rights Directorate (CRD) Headquarters staff as the Deputy Chief of Civil Rights Operations. Mr. Weaver comes to CG from the Transportation and Security Administration, where he served as the Chief of the Informal Complaints and Alternative to Resolution Conflict Division.



Mr. Weaver received his Bachelor's degree in Criminal Justice with a concentration in Homeland Security from Strayer University, and is completing his MBA in Organizational Management. A native of Fort Valley, GA, Mr. Weaver retired from the Army after 23 years of service. Mr. Weaver is an avid sport fan, and loves spending time with his family and traveling. He is pictured above at "The Awakening" Sculpture, National Harbor, MD.

Mr. George Niles joins CRD as Deputy Regional Director in Region 4. Mr. Niles previously served the Department of Agriculture in Washington, DC, as an EEO and Civil



Rights specialist in both the Title VI and Title VII programs for their Foreign Agricultural Service. He has also worked with the National Park Service and the U.S. Census Bureau. Mr. Niles is an Army veteran of 23 years and holds Bachelor's degrees in Sociology and Criminology from the University of Saint Leo, Florida. He has four children, and a 5-month-old granddaughter. *Submitted by Mr. James M. Ellison*

## January 21st is Martin Luther King Jr. Day!

★ ★ ★ "Remember! Celebrate! Act! ★ ★ ★  
★ ★ ★ A Day On... Not A Day Off" ★ ★ ★