

CIVIL RIGHTS ON DECK



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Headquarters Celebrates Asian American Pacific Islander Month



Coast Guard headquarters celebrated Asian American Pacific Islander (AAPI) Heritage Month with a special observance filled with Asian-themed educational topics. The event was entertaining and interactive. This year's theme was "Walk Together, Embrace Differences, Build Legacies." Mr. Kalepa Baybayan (left), member of the Polynesian Voyaging Society, was the keynote speaker; he explained how experiential educational programs inspire communities to respect and care for each other, their culture and the natural environment. The program was well attended and also included performances by the Asian American Music Society and the Polynesian Dance Team, both from George Mason University. Also pictured (right) ADM Paul Zukunft and the special observance's executive champion, RDML Joseph Vojvodich (middle). Submitted by Mr. Juan Torres



Interested in Resolving Disputes?

The Department of Homeland Security, Civil Rights and Civil Liberties (DHS/CRCL) Shared Neutrals Program seeks employees interested in attending training to become qualified mediators (collateral-duty) for DHS. Successful applicants will attend training and assist DHS by offering alternative dispute resolution (ADR), a process used to resolve disputes/complaints between employees and managers. ADR is available to all employees to resolve EEO, and in some cases non-EEO, disputes. The Office for CRCL is looking to expand its cadre of trained mediators. If you would like to learn ADR or apply it to a workplace dispute, please contact Nichole Milline, ADR Manager at (202) 372-4504.

U.S. Postal Service Ignores Employee Safety Issue

A U.S. Postal Service employee requested a reasonable accommodation that would shift the level of his computer monitor to alleviate his back pain. The supervisor authorized the accommodation, which did not require additional funding and was in place for five months without problem. While the employee's supervisor was on vacation, another manager ordered the monitor be returned to its original position despite knowing about the employee's back condition. The manager later learned that the position of the computer had been previously permitted, yet she still required the employee to seek further authorization for it. Subsequently, the employee filed an equal employment opportunity (EEO) complaint. The Equal Employment Opportunity Commission (EEOC) found that the manager had not made a good faith effort to assist the employee because she removed an existing accommodation, which required no additional financial obligation to the agency, and she did so without first engaging with the complainant. See *Faustino M. v. United States Postal Service*, EEOC Appeal No. 0120160319 (February 25, 2016). Submitted by Ms. Erika Selmon



Break Out Reports Offer Meaningful Climate Data

Over 20,000 Defense Equal Opportunity Management Institute Organizational Climate Surveys (DEOCS) were completed by the Coast Guard workforce through the 2nd quarter of FY16. Fiscal year-end results will surely surpass the survey participation number for FY15 (21,270). With higher response rates, there is a higher expectation that meaningful change will occur. However, at times, the difficulty of pinpointing where issues are occurring creates challenges for larger commands wanting to make meaningful changes. *But, there is a solution....* The DEOCS allows unit commanders to select up to 15 breakout reports with their overall survey, which give commands the ability to compartmentalize their unit into smaller groups, such as departments, divisions, geographic locations, etc. The Commanding Officer/ Officer in Charge (CO/ OIC) will then receive both comprehensive and group reports. Each group must be large enough to generate at least 16 responses for DEOMI to create a report. All responses will be included in the overall report. This is a great strategy for large commands, and permits them to target their efforts toward improving climate concerns and perceptions. The DEOCS can be requested at www.deocs.net. For assistance with requesting the DEOCS, survey strategies, or interpretation of the survey results, contact your local [Civil Rights Service Provider](#). Submitted by Mr. James M. Ellison



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Coast Guard Senior Enlisted: Advance Your Career



Are you a Coast Guard senior enlisted leader looking to expand your professional development and enhance your career? The Civil Rights Directorate (CRD) is always looking for E7 and above candidates,

from any operational specialty, to join our workforce as an Equal Opportunity Advisor (EOA). Those who are selected complete the Defense Equal Opportunity Management Institute's Equal Opportunity Advisor Course and become certified EOAs for the Coast Guard. The 11-week EOA resident course ensures graduates are equipped to provide equal employment opportunity (EEO) assistance to both civilian and military members of the Coast Guard workforce. This special assignment is a great opportunity to develop new skills while helping keep the Coast Guard a model employer. Interested in learning more about this rewarding assignment? Please contact ETCS Mark Allen at mark.m.allen@uscg.mil.

The Victory on Oregon Coast



During a visit to Coast Guard Station Yaquina Bay, Region 3 Civil Rights Service Provider (CRSP) Kevin Ainsworth (Pictured) had the opportunity to go aboard and tour Motor Lifeboat (MLB) Victory, the oldest motor lifeboat in service. Commissioned in 1956, MLB Victory was built at Coast Guard Yard, Curtis Bay for \$235,927. Submitted by Mr. Kevin Ainsworth



Paying Tribute to Asian American Pacific Islander Culture

Participants at Air Station Borinquen's special observance for Asian American Pacific Islander (AAPI) Heritage Month posed for a photo. The observance included AAPI cultural dances, food sampling and displays of clothing from a variety of Asian countries. Submitted by CDR Flip Capistrano



EEOC Helps Employers Distinguish Federal Employees from Contractors

The U.S. Equal Employment Opportunity Commission (EEOC) has released the latest edition of its federal sector Digest of Equal Employment Opportunity (EEO) Law. This edition features an article titled, "Stating a claim in the EEO Process: Determining One's Status as Either an Employee or Independent Contractor." This topic is not only relevant to civil rights professionals, but to all managers interacting with contract employees. This Digest edition lists some of the factors used to determine if an individual was treated like an employee or contractor when reviewing an EEO complaint by contractor. Submitted by Ms. Erika Selmon

The submission period for the Latina Style 2016 Distinguished Military Service Award is now open! The deadline is July 1, 2016. For more information, refer to [ALCOAST 183/16](#)

Welcome Ms. Sierra Collins to the CRD Team!

The U. S. Coast Civil Rights Directorate (CRD) welcomes Ms. Sierra Collins as the new Region 4, Zone 10, Equal Employment Opportunity (EEO) Specialist. Ms. Collins comes from the Department of Veteran Affairs Office of Resolution Management where she led projects improving the processing of informal EEO complaints while increasing resolution and Alternate Dispute Resolution participation. Ms. Collins holds a Masters of Business of Administration with a concentration in Human Resource Management from the Keller Graduate School of Management. In her spare time, she enjoys spending time with her 14 year old son, serving in ministry and volunteering in the community.



Resolve Complaints: "Win-Win is an attitude, not an outcome." — Don Boyd, Management Consultant, Don Boyd & Associates