



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

SEP 15 2016

EQUAL OPPORTUNITY POLICY STATEMENT

Our Active Duty, Reserve, Civilian and Auxiliary personnel are the foundation upon which the Coast Guard sustains mission excellence. Our *Duty to People* requires a workplace that, at all times, promotes professional growth and opportunity and upholds our Core Values of Honor, Respect and Devotion to Duty.

Every member of the Coast Guard is responsible for preventing and eliminating all forms of discrimination that violate law or policy including practices and procedures that discriminatorily impact our workforce, applicants for employment and those seeking to participate or receive benefits from Coast Guard-sponsored programs. Adherence to this principle is a requirement for Coast Guard service.

Leaders, Managers and Supervisors shall:

- Recruit, train, develop, promote, reward, retain and deploy a skilled and capable diverse workforce in a fair and consistent manner on the basis of merit.
- Ensure that opportunities in the Coast Guard are publicized to the widest extent possible to identify, from all areas of our country and all parts of our society, highly qualified applicants for enlistment, officer accession, civilian employment and Auxiliary enrollment.
- Maintain a work environment free from unlawful discrimination and harassment.
- Provide reasonable accommodations for qualified applicants and employees with disabilities.
- Ensure all men and women of the Coast Guard are educated about their rights and responsibilities under Federal civil rights laws.
- Act promptly, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

Every single member of our Coast Guard force has the right to expect and require equal and fair treatment with dignity and respect without any regard to race, color, national origin, religion, sex (including gender identity, sexual harassment, pregnancy and sexual orientation), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity (EEO) activity, or any other basis protected by law. Those who fail to demonstrate these tenets are in conflict with our Core Values and will be held accountable.

A handwritten signature in blue ink that reads "Paul F. Zkunft".

PAUL F. ZKUNFT
Admiral, U.S. Coast Guard