

A monthly publication of the
U.S. Coast Guard
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CIVIL RIGHTS ON DECK



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Hispanic Heritage Month

Each year, from September 15th through October 15th, our nation celebrates the rich cultural heritage and contributions made by Hispanic Americans. This year's theme is "Shaping the Bright Future of America." The Coast Guard encourages all of its members to participate in events, both in our communities and at the Coast Guard commemorating this year's observance. Additionally, if you are planning a program and would like to share it with the workforce, please post it on the Special Emphasis Program's website at <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP2017/default.aspx>

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USCG Mobility Program in Action

The USCG Mobility Program expanded its area of coverage to the remote Alaskan island of Kodiak. It is housed with the USCG Police Department at Base Kodiak Command Building; and it is available 24-hours a day to CG members and visitors in need of temporary accommodations. Base Kodiak's Mobility Program points of contact are: MLES2 Dale Stauffer, Security Officer (pictured), and YNCS Ayumi Sanders, Equal Opportunity Advisor.

Help us to spread the word about this latest addition to Base Kodiak and the many co-located units on the island.

Region (1), Civil Rights Director, Ms. Carolyn Hunter serves as the National Program Manager championing CG's Mobility Program. If you are interested in bringing this accommodation to your unit, please contact Ms. Hunter at (202) 372-4259. Also, for additional information about the program, visit: <https://www.uscg.mil/civilrights/CG-MobilityProgram.asp> By Ms. Melissa Purdy USCG, Region 3

Partners in Education: Coasties Saving Lives and Minds

The Coast Guard's Partnership in Education (PIE) program is a nationally recognized outreach program where CG members work with educators and community members to enhance education and awareness about careers at CG for students grades K-12.

The success of the PIE program is evidenced by its continuous growth in participating schools and community-based organizations. Since 2010, student participation in CG PIE programs has grown by well over 100% and volunteer hours have increased by nearly 78%. For the 2016/2017 school year, CG achieved an all-time high in its efforts as illustrated in the chart above. By Ms. Gwendolyn White, USCG HQ

# of units participating in PIE program	190 ▲
# of CG volunteers	8,569 ▲
# of participating students	102,718 ▲
# of volunteer hours	89,933 ▲ at 284 schools ▲

Discussions about EEO Complaint Activity is no 'Joking' Matter...

In a recent case, an employee at the U.S. Equal Employment Opportunity Commission (EEOC) alleged that the agency subjected him to discrimination due to several protective factors, including reprisal for prior EEO activity. In his reprisal claim, the employee said that when he asked his supervisor how an all-day management meeting went, the supervisor replied that half of the meeting was spent discussing his EEO complaint. During the investigation, the supervisor acknowledged making the statement, asserting that it was a joke. While the EEOC did not find in favor for the employee on the other factors raised, it did find that the supervisor's statement was no joking matter. The EEOC found that the "joke" about discussing the employee's EEO complaint at a management meeting was reasonably likely to discourage an employee from engaging in [the EEO process], meaning, it had a chilling effect. **This case underscores the point that it is never appropriate to subject employees' EEO activity to general discussions; and managers should never joke about or criticize employees' protected EEO activity.** See *Charlie K. v. Equal Employment Opportunity Commission*, EEOC Appeal No. 0120142315 (January 24, 2017). By Ms. Rita Moscuzza, USCG, Region 3



News Release! DEOMI Launches DEOCS 4.1

Defense Equal Opportunity Management Institute (DEOMI) released its latest version of the Defense Equal Opportunity Climate Survey (DEOCS) on 1 August 2017. The DEOCS 4.1 remains a Command's tool to assist with evaluating unit climate perceptions. It also retained its anonymity feature, and topic sections: 1) Organizational Effectiveness, 2) Equal Opportunity/Fair Treatment, and 3) Sexual Assault Prevention Response (SARP). However, it underwent an overhaul as highlighted in the chart. The DEOCS can be requested at <https://www.deocs.net/public/index.cfm>. The CG made changes to its DEOCS policy as well. In support of the CG's "Duty to People" campaign, higher-level commands can now include units with less than 16 members within their respective surveys, or they can combine units within their commands. For DEOCS assistance such as requesting a DEOCS, interpreting results, conducting

Changes to DEOCS 4.1

- A forty-one percent reduction in the number of questions;
- A reduction in the overall number of climate factors;
- Retaliation added as a survey topic;
- Participants are no longer required to complete the survey in one sitting;
- A similar unit comparison feature;
- And the length of the report has been streamlined and revamped to improve readability and interpretation of results.

focus groups and interviews, or for help with improvement strategies, contact your servicing civil rights service provider at <http://www.uscg.mil/civilrights/ServiceProviders.asp>. By Ms. Tabettha McFeders, USCG, Region 4

New Team Members Join the Coast Guard



The Civil Rights Directorate welcomes two new shipmates, Mr. Michael Brenyo, Senior Technical Advisor (right) and Ms. Renee Brown, ADR Specialist (left). Mr. Brenyo comes to the CG from the US Agency for International Development where he managed its anti-harassment program. He is passionate about federal sector civil service and is enthusiastic about his new position with the CG. Prior to joining

CG, Ms. Brown served as an EEO counselor and a mediator with the U.S. Department of Agriculture. She gained her first EEO experience as an active duty collateral-duty counselor with the Army. Ms. Brown is a native of Chicago, Illinois and a retired US Army veteran drill sergeant. She enjoys fishing and golfing. By YN2 Dana Kee, USCG HQ

NAACP Honors USCG Service Member

LT Harold N. Piper is the USCG's recipient of the NAACP 2017 Roy Wilkins Renown Service Award. The award was presented at the 42nd Annual Armed Services and Veteran Affairs Awards Luncheon during the NAACP 108th National Convention, held July 25th, 2017 at the Baltimore Convention Center. This award salutes the men and women in the struggle for equality in the Armed Services.



This honor is bestowed upon those members who, through outstanding service and action, exemplify the NAACP mission within the ranks of the military. LT Piper serves as Asset Management Section Chief for the Small Boat Product Line at the Surface Forces Logistics Center in Baltimore, MD. Pictured left, LT Piper, along with Ms. Terri A. Dickerson, Director of the CG, Civil Rights Directorate, who attended the event in support of this proud CG moment. By Mr. Juan Torres USCG HQ

Reasonable Accommodations: Options to Consider!



Did you know that qualified individuals with disabilities are more than likely entitled to reasonable accommodations? Title I of the Americans with Disabilities Act of 1990 requires an Agency to provide a reasonable accommodation to qualified individuals with disabilities unless doing so would impose undue hardship. Two common reasonable accommodations are telework and leave. Telework functions under the premise that

"work," is something you do and not simply a place. Generally speaking, all employees are eligible for telework except if their regular duties require direct handling of secure materials and onsite activity (face-to-face personal contact, hands-on contact with equipment, or direct physical presence). Poor job performance, discipline, or violation of ethical conduct can also prevent an employee from teleworking. With that said, telework may be a good option to consider if a disability prevents successfully performing a job onsite and parts of the job can be performed at home without causing significant difficulty or expense. Even if telework falls outside of an office's general telework policy, it must be provided if it can be an effective accommodation. Leave may also be another good option if an employee needs medical treatment, recuperative time, repairs for a medical/accessibility device, avoidance of a temporary adverse condition in the work environment, sign language training, or service dog training. Unpaid leave can even be granted in some situations. The next time you submit a reasonable accommodation request, consider if telework or leave may be right for you. By Michael Brenyo, USCG HQ

Devotion to Duty

On July 6, 2017 MEC Omar Perez, USCG Tactical Law Enforcement Team South (right) was the proud recipient of the 2017 League of United Latin American Citizens (LULAC) Excellence in Service Award.



The award honors military and civilian members who have supported their organizations' missions overseas, contingency operations or whose attributes best epitomized the qualities and Core Values of Honor, Respect, and Devotion to Duty. Mr. Roger C. Rocha, Jr., LULAC President (left), presented the award at LULAC's 88th National Convention Defenders of Freedom breakfast. The ceremony was held at the Henry B. Gonzalez Convention Center in San Antonio, TX. By Mr. Juan Torres USCG HQ

Treating an employee unfavorably due to pregnancy or medical conditions related to childbirth is a form of discrimination.