

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



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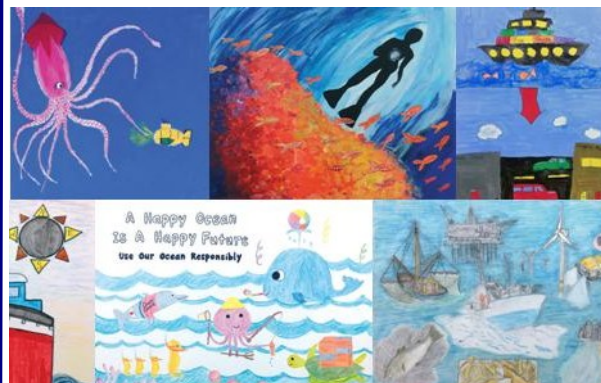
February 2016

Announcing the 2016 Civil Rights Awards!



The Coast Guard Civil Rights Directorate (CRD) partners with affinity groups to salute military members and civilian employees for their civil rights accomplishments and contributions. This partnership offers an opportunity to recognize personnel who promote community service, equal opportunity and diversity in the Service. The CRD awards program enhances Coast Guard personal and professional development and provides an opportunity to celebrate the effectiveness of a diverse organization. Commands are encouraged to support the CRD awards program with unit awareness and nominations of qualified candidates. The submission period for the 2016 Society of American Indian Government Employees Meritorious Service Award is now open and we are looking for suitable candidates. For a full list of CRD awards and submission details, reference [ALCOAST 054/16](#), visit the [Civil Rights Directorate website](#) or e-mail CRDAwards-info@uscg.mil. Submitted by Mr. Juan Torres

Calling All Coast Guard Student Artists



Students in grades K-12 across the Americas (North America, Central America, South America) and the Caribbean are invited to participate in the annual art contest sponsored by the United States Coast Guard (USCG), the North American Marine Environment Protection Association (NAMEPA), Mystic Aquarium and the Inter-American Committee on Ports of the Organization of American States (CIP-OAS). The theme of this year's contest is "Ships Bring the World to Us." Art contest submissions should focus on the importance of ships and the types of cargo they carry. The deadline for entries is March 23, 2016. Six finalist will be chosen from grades K-5th and another six will be chosen from grades 6th-12th. Winners will be announced by May 13, 2016. So have your student channel their creative energy and create a masterpiece! For complete contest guidelines, prize details, and more information about ships and their positive impact on the world, visit www.namepa.net/art-contest. Submitted by Ms. Gwendolyn White

Duty to People: Special DEOCS

The Coast Guard is conducting a Defense Equal Opportunity Climate Survey (DEOCS) to ensure members of the workforce at units with less than 25 personnel and others who have not been able to take a DEOCS survey in the past twelve months have an avenue to express their views. The special DEOCS is open from 29 January to 29 February. Go to the link: <https://www.deocs.net/user4/login/login.cfm>. The access code for the survey is **1579238RxUnux**. VADM Michel wants to hear from you!

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'Fully Successful' Employee's Termination Repealed



The Equal Employment Opportunity Commission (EEOC) found in favor of an employee who was terminated by the Department of Veteran Affairs (VA). The employee had initiated an Equal Employment Opportunity (EEO) complaint when his supervisor failed to respond satisfactorily to his report of harassment by a co-worker. Six months later, he was terminated. The supervisor claimed that the termination was due to poor performance. However, the evidence revealed that the employee received a "fully successful" performance appraisal, there were no documented performance problems in the employee's performance appraisal, and the employee received a Special Act Award during the same performance period. In addition, the supervisor was not forthcoming about knowing that the employee had initiated an EEO complaint. EEOC determined that the superior's stated reason for the termination was an excuse, but the real reason was in retaliation for his EEO complaint. The VA was required to re-hire the employee and pay him \$23, 375 in damages. The case is *Elbert H. v. Department of Veterans Affairs EEOC Appeal No. 0120140032 (November 13, 2015)*.



The Empower Experiment

The United States Coast Guard Academy hosted Mrs. Maggie Anderson, an activist known for her economic empowerment experiment within the Black/African American Community, which made national history and national headlines in 2009. Conducting what she and her husband coined the "Empowerment Experiment." The Anderson family lived exclusively off black business and talent, buying only black-made products for the entire year. A dollar circulates in Asian communities for a month, in Jewish communities for 20 days, white communities for 17 days and only six hours within African American communities. The 'Empowerment Experiment' is dedicated to the study and facilitation of economic development in underserved minority communities via self-help economics/conscious consumerism, financial literacy, targeted entrepreneurship and business diversity and inclusion. During her presentation she explained how the underserved communities across the United States need to unite and economically empower themselves. She noted that proprietors also should take charge and diversify their entrepreneurial skills to break through the

stereotypical norms of black owned businesses. For more information on her story, check out her [website](#). Submitted by LT Francisco Nieto

Did you know



The core of a DEOCS contains 95 items/questions, however, that number can vary depending on the target demographic. The survey has four major groupings and they are divided into 23 overall question factors. The majority of the questions are measured on a four-point scale. There are Sexual Assault Prevention & Response (SAPR) questions and those are measured on a variety of response scales. Commanders and Officers in Charge (OIC) have the option of adding up to ten locally-developed questions and five short-answer questions as a way of customizing the survey to their commands. A sample survey is available for download at www.deomi.org.



March Celebrates Women's History Month! This year's theme is "Working to Form A More Perfect Union: Honoring women in Public Service and Government"



Honoring A Legacy: Day of Service



Coast Guard members volunteered on Martin Luther King National Day of Service at Big Momma's Child Development Center in Washington DC. The members repaired drafty window seals, installed door sweeps, cleared and organized spaces, restocked first aid kits and much more. The staff of Big Momma's Child Development Center appreciated all the hard work and was thrilled with the progress the volunteers made. It was a great Coast Guard Day! Submitted by LCDR Jonathan Schafler Pictured ▼ Coast Guard Headquarters volunteers pose in front of the child development center after a full day of service.

