

# CIVIL RIGHTS ON DECK



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Volume 10, Issue 4

April 2015

## Celebrate Asian American & Pacific Islander Heritage!

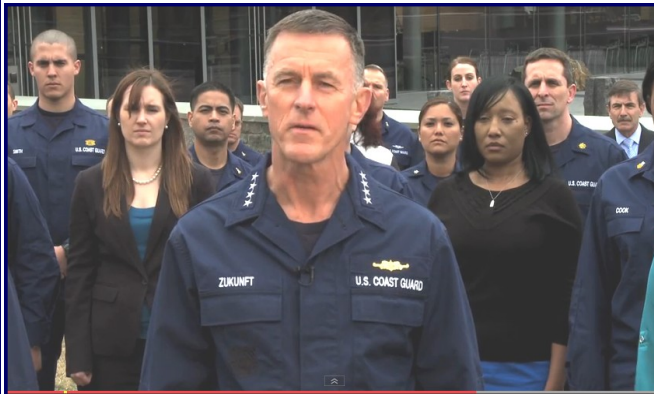


May is Asian American and Pacific Islander Heritage Month! During the month, all Coast Guard members are encouraged to recognize the contributions of Asian American and Pacific Islander cultures in the Coast Guard. The theme for 2015 is "Many Cultures, One Voice: Promote Equality and Inclusion." To learn more about local Asian American and Pacific Islander Heritage Month observances, please see [asianpacificheritage.gov](http://asianpacificheritage.gov) and contact a [Civil Rights Service Provider](#) today!

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## Preventing Sexual Assault: A Form of Sexual Harassment



Sexual assault is characterized as a severe form of sexual harassment that is prohibited by the [Civil Rights Act of 1964](#) as a form of sex discrimination. The 2014 RAND Corporation Military Workplace Study revealed that Coast Guard personnel who have experienced sexual harassment in the last year are significantly more likely to be sexually assaulted, underscoring sexual harassment as a lead indicator for sexual assault.

In a recent video released in support of Sexual Assault Awareness Month (SAAM) the Commandant (**Pictured left**), Admiral Paul Zukunft, advocated for a Coast Guard that is free of sexual assault. Every Coast Guard member must be committed to fostering an inclusive work environment that does not permit sexual harassment (sexual assault) in order to fulfill the Commandant's vision to eradicate sexual assault in the Coast Guard. For more information about SAAM please see the video [message from the Commandant](#), "Not in My Coast Guard."

## When "Cyber Bullying" Is Actually Workplace Harassment

One of the newest issues in employment harassment claims is whether or not the workforce is protected from harassment that takes place outside the workplace. In 2012 the Equal Opportunity Commission (EEOC) said that off-duty conduct could support harassment and hostile work environment claims when it ruled in a case that the alleged harassment happened on social media.



In that case a Department of Transportation (DOT) employee complained that one of his co-workers posted racist statements about him on social media. He also claimed to have learned about the discriminatory social media post from another DOT co-worker. The EEOC concluded that the on-line post was in fact workplace harassment, regardless of the location of social media, because there was a clear connection to a hostile work environment when the employee heard about the social media post at work. *Knowlton v. Department of Transportation*, EEOC Appeal No. 0120121642 (2012) Submitted by Ms. Erika Selmon.

## Distinguished Panel Marks Women's History Month!



Executive Champion, Ms. Ashley Lewis (**Pictured below**, at left), the Coast Guard's Senior Procurement Executive and Head of Contracting Activity, hosted a panel of outstanding federal service women in celebration of Women's History Month. Moderated by Ms. Gale Staba, members of the panel included Ms. Allison Stiller of the U.S. Navy, Master Chief Adwoa Hendricks (**Pictured left**) of the Coast Guard Navigation Center, Ms. Soraya Correa of the Depart. of Homeland Security, Dr. Vivian Chen of the Depart. of Agriculture, and Ms. Gina Alley of the Department of Justice (**Pictured below** from Left to Right).

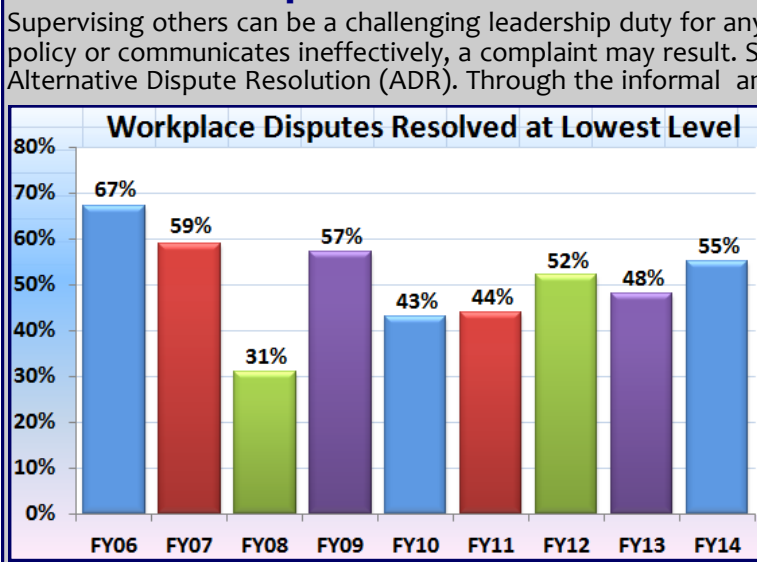
After biographical introductions, where the panelists shared their professional journeys with several hundred attendees at Coast Guard Headquarters, the panel fielded several

questions from the audience. To conclude the celebration, Vice Admiral Charles Michel, (**Pictured at right**), presented gifts to the panelists. For more on local observances, please contact your [Civil Rights Service Provider](#).





# Alternative Dispute Resolution: A Leadership Opportunity



Supervising others can be a challenging leadership duty for anyone. When a supervisor misapplies policy or communicates ineffectively, a complaint may result. Some complaints may be eligible for Alternative Dispute Resolution (ADR). Through the informal and facilitated conversation available with ADR, supervisors may discover that corrections can be made for the benefit of everyone involved in the complaint. On average, Coast Guard resolves 51% of workforce disagreements in the earliest stage (**Graphed**, Left). ADR empowers supervisors to engage in active dialogue with their workforce to solve issues. Nonmonetary remedies and other creative solutions, such as those available through ADR, are welcome deposits into a goodwill bank that builds integrity and trust. Participation in ADR demonstrates proactive leadership toward the Coast Guard's goals as a model Equal Opportunity employer. To date in fiscal year 2015, the Coast Guard has resolved 20 complaints with the assistance of ADR. Submitted by Ms. Barbara Stewart.



# CRD and Coast Guard Recruiting on the Job in New Orleans



The CRD Zone 8 (LA) office recently took part in the 2015 Spring Career Expo at the Superdome in downtown New Orleans to help make the Coast Guard the employer of choice for Louisiana's college graduates. The Spring Career Expo is one of the largest career fairs in Louisiana and is an excellent opportunity to showcase the Coast Guard's inclusive work environment to potential Coast Guard members. Recent graduates from local [Historically Black Colleges and Universities](#) such as Dillard University and Xavier University of Louisiana gathered at the Superdome to learn about employment opportunities in the Coast Guard. Also in attendance were students from University of New Orleans, Loyola University, and Tulane University. Led by Lieutenant Commander Carrie Wolfe of NESU New Orleans, Lieutenant Takila Powell of Sector New Orleans, Petty Officer Kevin Frazier of Coast Guard Recruiting Command (**Pictured** left), and Mr. Hyrom Buchanan of CRD (**Pictured** left, at right), the Coast Guard's on-site team represented every Coast Guard career path - including officers, enlisted members, and civilian personnel. Article and pictures submitted by Mr. Hyrom Buchanan.



**The nomination period for the National Association for the Advancement of Colored People (NAACP) Awards is now open! For more information about the NAACP Awards please see [ALCOAST 121/15](#).**

# CRD Welcomes Its Newest Members!



Please join CRD's Region 4 Zone 10 (Cleveland, OH) in welcoming Machinery Technician Chief Jesse Green and Mr. Phillip Wawrosch! (**Pictured** left are Chief Green and Mr. Wawrosch) Chief Green joined the Coast Guard in 1997, has been stationed on 3 cutters, and is an original crew member of the Cutter Mackinaw. His last two assignments have been in District Nine as well, at Station St. Clair Shores and Sector Detroit. Mr. Wawrosch comes to us from the Equal Employment Opportunity Commission (EEOC) where he was an investigator for nearly 5 years. Previously, Mr. Wawrosch worked for the Federal Bureau of Prisons where he served as a corrections officer, with specialized training as an EEO counselor.

# CRD Staff Renders National Honors!

CRD Chief of the Mess, Senior Chief Mark Allen, presented the Flag of the United States Coast Guard at the opening ceremony for the "Great American Race", the Daytona 500. As part of the Defense Equal Opportunity Management Institute's (DEOMI) Joint Service Color Guard, Senior Chief represented the Service to more than 300,000 spectators at Dayton International Speedway and 23.7 million more viewers who watched the broadcast on television. For more information about DEOMI's Joint Service Color Guard, please contact [Mark.M.Allen@uscg.mil](mailto:Mark.M.Allen@uscg.mil). Article and picture submitted by Ms. Katherine Allen

