ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

The Coast Guard expects and promotes the highest standards for its members - Active Duty, Reserve, Civilian, and Auxiliary. All of us must champion and maintain a work environment where everyone feels safe, respected, and free from prohibited discrimination and harassment. Coast Guard men and women are responsible for protecting their fellow members from all forms of behavior that have the potential to interfere with unit readiness.

We will respect those we serve and those who serve with us. Every member of our workforce has the right to be treated with dignity and respect, without regard to race, color, national origin, religion, sex (including gender identity, sexual orientation, and pregnancy), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity/Equal Opportunity (EEO/EO) activity, or any other basis protected by law and policy. We will proactively address any reports of inappropriate behaviors before they rise to the level of prohibited discrimination and before they significantly affect our people, their performance, and our maritime mission. All Coast Guard members will continue to receive mandatory training that provides information on EEO/EO policies and procedures established to prevent, eliminate and address workplace matters.

Coast Guard members who believe they have been subjected to unlawful discrimination, harassment, or reprisal for participation in EEO/EO/Whistleblower activity should report it promptly through their chain of command, their local civil rights service provider, DHS OIG (military), U.S. Office of Special Counsel (civilian), or other appropriate grievance forums. All complaints and reports alleging unlawful discrimination and/or harassment will be processed swiftly, thoroughly, impartially, and through a process that protects privacy. For cases in which it is determined that discrimination or prohibited harassment has occurred, leaders and managers will take immediate and appropriate corrective action. The Coast Guard Commandant Instruction M5350.4 series contains guidelines for addressing claims of discrimination and harassment. Members can obtain information at: [https://www.uscg.mil/Resources/Civi-Rights/](https://www.uscg.mil/Resources/Civi-Rights/).

Unlawful discrimination, including harassment, is incompatible with our Service's Core Values of Honor, Respect, and Devotion to Duty. We resolve to keep our Coast Guard free of such behaviors, to ensure we are Ready, Relevant and Responsive.

KARL L. SCHULTZ
Admiral, U.S. Coast Guard