



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

AUG 23 2021

EQUAL OPPORTUNITY POLICY STATEMENT

As the national demand for strategic maritime safety, security and stewardship intensifies, the Coast Guard must support workplaces – ashore, afloat, aloft, and online – which ensure that members feel valued and that they can succeed to their full potential. Members being treated with dignity and respect is a hallmark of a mission-focused, *Semper Paratus*, workforce.

A mission-ready workforce respects, includes, and looks out for each other. Conversations in the public sphere focusing on differences – notably race, Anti-Semitism, and Asian-American harassment – have only bolstered our resolve to drive out all forms of discrimination, and foster a climate of equity and cohesion.

I direct all leaders, commanding officers/officers in charge, managers, supervisors, and team leads to follow the practices below to ensure the Coast Guard's continued success:

- Recruit, train, develop, promote, reward, retain, and deploy a skilled and capable diverse workforce who are treated in a fair and consistent manner.
- Provide reasonable accommodations for applicants and employees with disabilities.
- 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, hate, and harassment of any kind. The Service must also be free of any attempts at reprisal or retaliation for participating in protected whistle-blowing activities. Guidelines for reporting and responding to unlawful discrimination and other prohibited behaviors can be found on the Coast Guard Civil Rights website: <https://www.uscg.mil/Resources/Civil-Rights/>.
- Ensure that all Coast Guard members are educated about their rights and responsibilities under civil rights laws, regulations, and policies.
- Protect the privacy of persons who report violations.
- Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

Hiring and retaining a highly qualified and diverse workforce must continue to be a Service imperative. To that end, every member of the Coast Guard will treat all applicants and employed persons with dignity and respect without regard to race, color, religion, sex (including gender identity, pregnancy, and sexual orientation), national origin, age, disability, protected genetic information, marital status, parental status, and political affiliation, reprisal or retaliation. Behaviors and actions that are not in accordance with this policy oppose the time-honored traditions of our Service and will not be tolerated.

A handwritten signature in blue ink that reads "Karl L. Schultz".

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