EQUAL OPPORTUNITY POLICY STATEMENT

In our ever-changing world, the missions of the Coast Guard have evolved over the last two centuries, but our commitment to be Always Ready remains steadfast. The key to Coast Guard success is its people – Active Duty, Reserve, Civilian, and Auxiliary. Sustaining readiness requires a workplace where every member has the same opportunity to reach his or her full potential, and believes it is possible to do so; and where we promote mutual respect and exercise equal opportunity for all.

Only with every member of the Coast Guard actively engaged can we prevent and eliminate discrimination that violates law or policy. We must collectively strive to eliminate all practices and procedures that negatively impact our workforce, applicants for employment, and those seeking to participate or receive benefits from Coast Guard sponsored programs. All personnel must uphold the following practices to ensure the Coast Guard’s continued success:

• Recruit, train, develop, promote, reward, retain, and deploy a skilled and capable diverse workforce in a fair and consistent manner on the basis of merit.

• 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.

• In accordance with Commandant Instruction M5350.4 series, maintain a work environment free from unlawful discrimination or harassment, to include reprisal for participation in Equal Employment Opportunity/Equal Opportunity (EEO/EO) or Whistleblower activity.

• Ensure that all Coast Guard men and women are educated about their rights and responsibilities under civil rights laws, regulations, and policies.

• Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

Every member of our workforce deserves and 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, reprisal or retaliation for participation in EEO/EO related activities, or any other basis protected by law or policy. To do less, defies our Core Values of Honor, Respect, and Devotion to Duty, detracts from a Ready, Relevant, and Responsive Coast Guard, and is simply unacceptable in our Service.

Karl L. Schultz
Admiral, U.S. Coast Guard