



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

AUG 23 2021

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

The Coast Guard is committed to a workplace free of all forms of discrimination, including harassment. Discrimination violates the law and undermines the Service's Core Values of *Honor, Respect* and *Devotion to Duty*. Achieving an environment of high professionalism that is free from harassment is essential to successful maritime safety, security and stewardship - across agencies, aligned to other services, and attentive to the trust placed in us.

It is our duty as Coast Guard members to treat each other 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, Whistleblower 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, or our maritime mission. The entire Coast Guard workforce will continue to receive mandatory EEO/EO training to ensure that all members know their rights and responsibilities for preventing, eliminating, and addressing reports of harassment. Collectively, we must sustain a culture where all members feel empowered to act against any harassing or discriminatory behaviors.

Coast Guard members who believe they have been subjected to unlawful discrimination, which includes harassment, reprisal for participation in EEO/EO/whistleblower activity, bullying, hazing, or other disruptive behaviors, should report it promptly through their chain of command, their local civil rights service provider, the Department of Homeland Security, Office of the Inspector General (military), U.S. Office of Special Counsel (civilian), or other appropriate grievance forums. All complaints and reports 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. Coast Guard Commandant Instruction M5350.4 (series) contains guidelines for addressing claims of discrimination and harassment. Guidelines for addressing misconduct (i.e. hazing, bullying, and other inappropriate behaviors) are outlined in Coast Guard Commandant Instructions M1600.2 (series) for military and M12750.4 (series) for civilian members.

Dialogues taken to the public square have highlighted the corrosiveness of discrimination, bullying, and intolerance. These behaviors breach trust in teams, reduce unit cohesion, and degrade individual and overall readiness. I am counting on every member of the workforce to be proactive, steadfast, and determined in preventing harassment and maintaining an atmosphere reflective of our Service's values.

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

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