

CIVIL RIGHTS ON DECK



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By Juan Torres, CRD, USCG HQ
Each November, our Nation celebrates the diverse and rich cultures, traditions, histories, and significant contributions of Native Americans. This year's theme from the Society of American Indian Government Employees (SAIGE) is "Sovereignty is Sacred: Sharing Our Rights and Cultures." All Coast Guard Commands and units are encouraged to highlight and celebrate the accomplishments of Native Americans by hosting events, featured displays, and activities to commemorate this observance. All Special Emphasis Program (SEP) Coordinators and Leadership and Diversity Advisory Council Chairpersons are asked to post descriptions of the different types of activities held during National Native American Heritage Month on the CG Portal SEP Site at <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP2017/default.aspx>.

CG Senior Leader Emphasizes Pride in Service and Hispanic Heritage

By LCDR Yamaris Barril, CG-FAC-2, USCG HQ
Americans observe National Hispanic Heritage Month from September 15 to October 15 by celebrating American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America. This year's theme was: "Hispanics: A Proud Past, Embracing the Future." The theme invited us to reflect on Hispanic Americans' traditions, history, and values, and the opportunities the future will hold for Hispanics.

The CG Headquarters Hispanic Heritage Event was celebrated on Tuesday, September 29, 2020 at the Ray Evans Conference Center and via MS Teams. Over 100 CG personnel attended the event either physically at the venue or virtually. The event started with the Executive Champion, RDML Richard Timme, providing a brief context on Hispanic Heritage Month. He said, "today's celebration cannot adequately recognize the countless Hispanic Americans who have served the Nation, but it provides a time for us to showcase, and celebrate a sampling of the heritages and cultural backgrounds which have shaped the perspectives of Hispanic Americans, thereby contributing to and influencing their service to the Nation."



Dr. Gladys Brignoni

Director of Force Readiness Command

Dr. Gladys Brignoni, Director of Force Readiness Command, relayed her experiences transitioning from a childhood growing up in San Juan, Puerto Rico to moving to Indiana, and how this experience shaped her identity and made her proud of her heritage. She also spoke of the importance of investing in diversity and challenging one's personal perspectives to ensure we build an inclusive environment in the Coast Guard. She ended by recognizing the opportunities the Coast Guard has provided stating, "I think it's important to convey how much I love this service and this country. I am beyond grateful for all of the opportunities it has provided for my family and myself. I am proud that I can serve this country as who I am – I don't have to pretend to be someone else or hide my heritage. This country and our service values the diversity of background, experience and culture I bring as a strength, to help us all achieve incredible goals."

The event concluded with a plaque presentation to Dr. Brignoni. Personnel at the Ray Evans Conference Center enjoyed ethnic food samplings from Taino Foods, a D.C. local establishment.

BIG Top Honors for CG

By Juan Torres, CRD, USCG HQ



LT Green-Baker
2020 BIG Awardee

Guard's recipient of the 2020 BIG Meritorious Service

Award. LT Green-Baker serves as a strategic intelligence analyst at the Intelligence Coordination Center (ICC) in Washington, D.C. As part of her duties, she co-lead the ICC's COVID-19 Analytical Task Force that provided critical support to the Coast Guard's pandemic response. Demonstrating unwavering support for and promotion of an inclusive workforce, she spearheaded several outreach events including two College Student Pre-Commissioning Initiative (CSPI) recruitment engagements at recognized

Historically Black Colleges and Universities. The Civil Rights Director, Dr. Terri A. Dickerson, and CAPT Timothy R. Lavier, Commanding Officer of



Honorable Dr. Doris P. Sartor
BIG National President

ICC, provided some brief remarks on LT Green-Baker's achievements.

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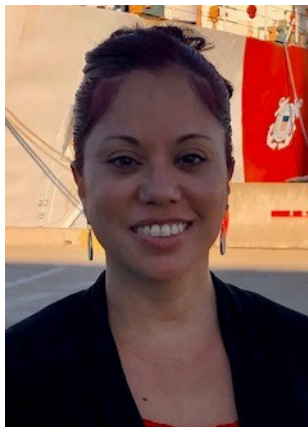




Army Veteran Continues to Serve With CRD Region 2

By Dom Cruz, CRD, Region 2

The Civil Rights Directorate welcomes Ms. Rose Menil as the new Equal Employment Opportunity Assistant for Region 2, located in Norfolk, VA. An Army Veteran with 22 years of Service, Ms. Menil previously served as the Equal Opportunity Advisor at the U.S. Army War College. She holds a Masters of Business Administration with emphasis in Human Resource Management and completed Equal Opportunity and Mediator Courses at the Defense Equal Opportunity Management Institute. A native of California and proud mother of three beautiful children, Rose continues to inspire, make change, and create positive impacts now and for the future.



Region 3 Welcomes Navy Veteran and New EO Specialist

By Exor Padro, CRD, Region 3



Mr. John Coleman joined the Civil Rights Directorate (CRD) from the US Navy following 26 years of service. He enlisted in 1994 as an Interior Communication Electrician. In 2009, he attended the Defense Equal Opportunity Management Institute (DEOMI) and served Navy sailors as an Equal Opportunity Advisor until his retirement. Hailing from Milwaukee, WI, he is joined by his wife, Nicole, and 3 children. Mr. Coleman has a Bachelor of Science Degree in Human Resources

Management. He enjoys fishing, reading, Church fellowship, and spending time with his family.

The Age Discrimination in Employment Act (ADEA)

By James Ellison, CRD, USCG HQ

- The Age Discrimination in Employment Act (ADEA) prohibits discrimination against individuals who are 40 years of age and older, as enacted in 29 U.S.C. 621.
- The U.S. Supreme Court stated in a 2004 decision that the ADEA was intended "to protect a relatively old worker from discrimination that works to the advantage of the relatively young."
- The ADEA affords employees the ability to bypass the administrative discrimination complaint process and file a complaint directly with the appropriate U.S. District Court.

Did you know



- While the ADEA may provide relief in the form of back pay, missed overtime, or similar monetary awards, the law does not provide federal employees with the remedy of compensatory damages nor does it provide for the recovery of attorney's fees.
- In 1990, Congress amended the ADEA with provisions of the Older Workers Benefit Protection Act (OWBPA) to more clearly address waivers of rights and claims.
- Any written agreement settling a claim under the ADEA must also comply with the requirements of the OWBPA of 1990, including a period of 21 days to consider the agreement and seven days following the execution of the agreement to revoke the agreement.

Complaints Corner: Timely Corrective Action Required to Mitigate Agency Harassment Liability

By Elizabeth Mercado-Prioleau, CRD, USCG HQ

According to the Equal Employment Opportunity Commission (EEOC), an agency is liable for acts of harassment in the workplace, where the Agency knew or should have known of the conduct, unless it can show it took immediate and corrective action. In a recent decision, the EEOC found that although an Agency took effective corrective action, the Agency's action was not prompt. The Complainant alleged discrimination on the basis of race and color when she received an e-mail from a co-worker referring to her with a racial slur. When the Complainant initiated a formal EEO Complaint, the Agency began an investigation and concluded that the Complainant was subjected to unwelcomed har-

assment by the e-mail. Therefore, the Agency suspended the co-worker who harassed the Complainant. Although they acknowledged that the harassment created a hostile work environment, the Agency said they were not liable since immediate and corrective actions were taken. On appeal, the EEOC disagreed that the action was swift. The suspension was decided a month after the alleged complaint and enforced six months later. Also, the Agency failed to provide sufficient evidence for the delay in enforcing the suspension. In addition, the Agency would not provide a copy of its investigation report. As a result, the EEOC found in favor of the Complainant citing that the Agency was liable since its actions



were not prompt. *Sharon M. v. Dep't of Transp., EEOC Appeal No. 0120180192 (Sept. 25, 2019).*

ATTENTION COMMANDS!!

Coast Guard Civil Rights Command Checklist is due October 31st.

