



Commandant
United States Coast Guard

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COMDTINST 5350.10
18 AUG 2021

COMMANDANT INSTRUCTION 5350.10

Subj: U.S. COAST GUARD AFFINITY GROUP PROGRAM

- Ref: (a) Title 5, Code of Federal Regulations (C.F.R.), Part 251, “Agency Relationships with Organizations Representing Federal Employees and Other Organizations”
 (b) Title 5, C.F.R., Part 2635, “Standards of Ethical Conduct for Employees of the Executive Branch”
 (c) Employee Associations, DHS Directive Number 112-06
 (d) Department of Homeland Security Inclusive Diversity Strategic Plan
 (e) Memoranda of Understanding/Agreement, COMDTINST 5216.18 (series)
 (f) Standards of Ethical Conduct, COMDTINST M5370.8 (series)
 (g) Coast Guard Recruiting Manual, COMDTINST M1100.2 (series)
 (h) U.S. Coast Guard Diversity & Inclusion Action Plan (DIAP) 2019-2023

- PURPOSE. This Instruction outlines the process for how an incorporated or unincorporated not-for-profit Employee Association may be designated as a Coast Guard Affinity Group and how the Coast Guard coordinates with these types of associations, in accordance with References (a) through (h).
- ACTION. All Coast Guard unit commanders, commanding officers, officers-in-charge, deputy/assistant commandants, Affinity Group leadership, and chiefs of headquarters staff elements must comply with the provisions of this Instruction. Internet release is authorized.
- DIRECTIVES AFFECTED. None.
- BACKGROUND. The primary focus of the Coast Guard Affinity Group Program is to advance inclusive excellence throughout the service. Affinity Groups collaborate with the Coast Guard, but they are independent organizations. Their efforts can positively affect the work environment and support the Coast Guard Core Values of Honor, Respect, and Devotion to Duty, the Coast Guard’s Diversity & Inclusion mission, and align with Reference (h). They provide forums for Coast Guard employees to gather and share ideas about matters that affect their professional development and the Coast Guard work environment.

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NON-STANDARD DISTRIBUTION:

They also assist the Coast Guard with recruitment, retention, and mentorship, as well as provide support for individuals entering the service through Coast Guard recruitment programs. Overall, Affinity Groups enrich the personal and professional development of all Coast Guard employees by fostering an inclusive community that values the rich diversity of the United States. By empowering its members, Coast Guard Affinity Groups can also help increase morale, provide insights, and enhance institutional community engagement efforts. However, care must be given that all negotiable matters that impact the conditions of employment for bargaining unit employees be handled through the statutory process pursuant to Title 5 of the U.S. Code. For the purpose of this Instruction, “Employee Association,” as defined by Reference (c), and “Affinity Group” are used interchangeably. All Affinity Groups are governed by this Instruction when engaging with the Coast Guard and must conform to its requirements.

5. DISCLAIMER. This guidance is not a substitute for applicable legal requirements, nor is it itself a rule. It is intended to provide operational guidance for Coast Guard personnel and is not intended to nor does it impose legally-binding requirements on any party outside the Coast Guard.
6. ENVIRONMENTAL ASPECT AND IMPACT CONSIDERATIONS.
 - a. Commandant Office of Environmental Management, Commandant (CG-47) reviewed the development of this Instruction, and the general policies contained within it, and determined that this policy falls under the Department of Homeland Security (DHS) categorical exclusion A3. No further environmental analysis is necessary in accordance with the U.S. Coast Guard Environmental Planning Policy, COMDTINST 5090.1 (series).
 - b. This Instruction will not result in any substantial change to existing environmental conditions or violation of any applicable federal, state, or local laws relating to the protection of the environment. It is the responsibility of the action proponent to evaluate all future specific actions resulting from this policy for compliance with the National Environmental Policy Act (NEPA), other applicable environmental mandates, and the U.S. Coast Guard Environmental Planning Policy, COMDTINST 5090.1 (series).
7. DISTRIBUTION. No paper distribution will be made of this Instruction. An electronic version will be located on the following Commandant (CG-612) web sites. Internet:
<https://www.dcms.uscg.mil/directives/>, and CGPortal:
<https://cgportal2.uscg.mil/library/directives/SitePages/Home.aspx>.
8. RECORDS MANAGEMENT CONSIDERATIONS. Records created as a result of this Instruction, regardless of format or media, must be managed in accordance with the records retention schedules located on the Records Resource Center CGPortal site:
<https://cg.portal.uscg.mil/units/cg61/CG611/SitePages/Home.aspx>.
9. DEFINITIONS.
 - a. Coast Guard Affinity Group. An incorporated or unincorporated, not-for-profit voluntary Employee Association that has formed independently of the Coast Guard. Affinity Groups can be established around a shared or recognized characteristic or common interest that can affect professional development. Examples include race, gender, sexual orientation, or being a working parent. While the group may be established around a shared characteristic or common interest,

membership must be offered without regard to race, color, creed, sexual orientation, religion, national origin, age, marital status, political affiliation, disabling condition, or membership in a labor organization. The Coast Guard's designation of a Coast Guard Affinity Group is dependent upon the organization having one or more specific purposes related to the benefit of, or service to the Coast Guard. These groups can play an important role in articulating, promoting, and supporting their collective concerns, as well as assisting the Coast Guard achieve its goals and strategic priorities.

- b. **Affinity Group Representative.** An Affinity Group leader(s) whose role is to be a main point of contact for their Affinity Group. Each Affinity Group must designate and communicate to the Coast Guard a primary and secondary representative as well as primary and secondary membership recruitment points of contact that the Coast Guard can share with Coast Guard employees searching for information on the Affinity Group and how to become a member of that Affinity Group.
- c. **Affinity Group Executive Champion.** A senior Coast Guard official at the flag officer, Senior Executive Service (SES), or gold-badge or higher senior enlisted level appointed to serve as a leadership resource to the Affinity Group in recognition of the significant and continuing Coast Guard interest in such representation. Each designated Coast Guard Affinity Group is required to have an executive champion. This individual serves as an intermediary between the Coast Guard Commandant and the Affinity Group, informing the Affinity Group of Coast Guard views and policies on subjects of interest to the organization. The role of the Executive Champion will be developed based on the needs of each Affinity Group along with the requirements outlined in the Responsibilities Section. Executive Champions serve in this capacity for two years with renewable terms.
- d. **Affinity Group Forum.** A Coast Guard moderated assembly of Coast Guard Affinity Groups. Its purpose is to facilitate the sharing of updates, best practices, initiatives and experiences between an Affinity Group and the Coast Guard and other Coast Guard Affinity Groups. An Affinity Group Forum can include any number of Coast Guard Affinity Groups. Its focus may be broad or limited to specific communities or mission areas, and it may be long-standing or temporarily formed to address a specific circumstance. Affinity Group forums are led by Commandant (CG-127).

10. POLICY.

- a. **Designation as Coast Guard Affinity Group.**
 - (1) **Procedures.** Official designation as a Coast Guard Affinity Group, requires a not-for-profit organization, either incorporated or unincorporated, to formally request designation via submission to Commandant (CG-1) through Commandant (CG-127). Recognition or certification of an Affinity Group by the Department of Homeland Security, Department of Defense, or another government organization does not constitute recognition or certification by the Coast Guard. Submissions may occur throughout the year, and each submission must include the following documents:
 - (a) A memo requesting to be designated as a Coast Guard Affinity Group;

- (b) A Memorandum of Understanding (MOU) developed in partnership with Commandant (CG-127) and signed by the Affinity Group's leadership and Commandant (CG-1);
 - (c) A dated copy of the organization's mission, current bylaws, and charter/constitution indicating how the organization will benefit the agency and its members. These documents must meet the criteria for non-discrimination and federal government fiscal standards; and
 - (d) A dated listing of the organization's current officers and designated Affinity Group Representatives, including name, contact information, office held, and term of office (date on which term expires).
 - (e) The charter/constitution and bylaws must include the following information:
 - i. Purpose and goals of the group;
 - ii. Leadership roles, responsibilities, and terms of office;
 - iii. Election guidelines;
 - iv. Programs and activities;
 - v. Membership information including membership numbers and affiliation status;
 - vi. Process for transparent financial reporting and due collection (if dues will be collected); and
 - vii. How the Affinity Group will collaborate with USCG.
- (2) Open Membership Requirements. As a condition of designation by the Coast Guard, the Affinity Group must:
- (a) Open membership and participation only to current and retired Coast Guard military members and employees without regard to race, color, creed, sexual orientation, religion, national origin, age, marital status, political affiliation, disabling condition, or membership in a labor organization;
 - (b) Open participation to all members for all activities;
 - (c) Organize and operate in a democratic fashion;
 - (d) Assess dues on an equal basis for all members (if collected);
 - (e) Comply with federal ethics law and DHS and Coast Guard policy;
 - (f) Prohibit members from engaging in the use of Coast Guard's franking privileges for U.S. Mail;
 - (g) Prohibit compensation of elected individuals in the association;

- (h) Prohibit elected Affinity Group officials from being current, politically appointed Federal employees;
 - (i) Prohibit members from accepting gratuities or any other benefits, directly or indirectly, from sellers of goods or services doing or soliciting business with the Affinity Group or the Coast Guard; and
 - (j) Prohibit some members from receiving special discounts, unless those discounts are available (or the chance at receiving those discounts) to all members.
- (3) Memorandum of Understanding (MOU) Requirements. All groups seeking designation as a Coast Guard Affinity Group must have a current MOU signed by Commandant (CG-1). In addition to abiding by the policy and formatting requirements of Reference (e), all Coast Guard Affinity Groups must enter into a MOU with the Coast Guard, wherein the Affinity Group agrees to:
- (a) Support Coast Guard diversity initiatives, programs, and goals, as appropriate;
 - (b) Support Coast Guard overall workforce recruiting efforts and help identify and recruit prospects, as appropriate;
 - (c) Ensure each Affinity Group's Coast Guard focused programs or event conforms to Federal law, DHS and Coast Guard policy, as well as reflects the Coast Guard's Core Values of Honor, Respect, and Devotion to Duty;
 - (d) Provide the Coast Guard with opportunities to engage Affinity Group stakeholder groups and affiliated communities through in-person events, speaking engagements, social media postings, and traditional media stories;
 - (e) Recognize deserving USCG members internally and externally on both the national and local level;
 - (f) Provide mentorship and engagement opportunities for Coast Guard employees, as appropriate;
 - (g) Provide feedback and recommendations to Commandant (CG-127) on Diversity & Inclusion programs and policies, both independently and when requested;
 - (h) Submit an annual strategic plan to Commandant (CG-127), no later than September 1st on the Affinity Groups planned activities for the upcoming fiscal year;
 - (i) Provide an annual report on its initiatives and accomplishments to Commandant (CG-127) by December 1st on activities for the previous fiscal year;
 - (j) Have Affinity Group Representatives attend annual Affinity Group ethics training provided by Commandant (CG-127); and

- (k) Coordinate the Affinity Group's communications with the Coast Guard through Commandant (CG-127) and the Affinity Group's representative(s).
 - (l) A Coast Guard Affinity Group cannot be a labor organization as defined in 5 U.S.C. §7103(a) (4), and its purpose cannot be to support or present grievances or other individual personnel matters.
- b. Designation. Once the request is approved, the Affinity Group will receive a signed letter from Commandant (CG-1) designating the Employee Association as a Coast Guard Affinity Group.
- c. Logistical Support. Once Coast Guard Affinity Group status has been designated by the Coast Guard, the Coast Guard may provide the following support to an Affinity Group upon receipt of a written request submitted through the Affinity Group Representative(s) to Commandant (CG-127).
- (1) Coast Guard name and logos. All use of of the Coast Guard name ("U.S. Coast Guard," "United States Coast Guard," or similar) and initials ("USCG," "U.S.C.G.," or similar) is subject to Commandant (CG-0923) approval in advance of Affinity Group use. Once approved by Commandant (CG-0923), Affinity Groups may use the Coast Guard's name or initials in the Affinity Group's name, logo, and for products developed for membership drives or educational purposes. Affinity Group use of the Coast Guard seal, distinctive racing stripe, or Coast Guard Ensign Flag, and derivatives thereof, is prohibited.
 - (2) Communications and postings. Affinity Groups may:
 - (a) Use official Coast Guard employee communications tools including ALCOAST and intranet postings, on a space-available basis, to notify Coast Guard personnel of events in the common interest of the Coast Guard and the Affinity Group, and sponsored by Coast Guard Affinity Groups, including professional development opportunities and Coast Guard sponsored Affinity Group events. Such communication may not include endorsements, solicitation, hype, or links to non-government external websites. This includes listing in official Coast Guard Mentoring Programs;
 - (b) Make de minimis use of Coast Guard email and internal communication tools to communicate with existing Affinity Group members, Coast Guard employees who have requested information, and Commandant (CG-127) staff. Coast Guard email shall not be used by Affinity Group members to send unsolicited emails or emails to entire CG distribution lists. Coast Guard email may also not be used to communicate on behalf of the Affinity Group with external individuals or entities, because it may be misconstrued as an official Coast Guard communication. When sending emails on behalf of the Affinity Group, the Coast Guard employee should not use official Coast Guard rank or role. A Coast Guard employee who is also a member of an affinity group shall not reference the Affinity Group position or use their Affinity Group title in their signature block, when sending emails in their official capacity. Any e-mail on any Coast Guard e-mail system may become an official record; and

- (c) Distribute materials and literature on Coast Guard premises during non-working time in non-working areas, subject to safety and security regulations.
 - (3) Coast Guard employees in their official capacities may express Coast Guard policies as speakers, panel members, or other participants.
 - (4) Coast Guard facilities and equipment (and the services of Coast Guard employees necessary to make proper use of the equipment), may be used as logistical support of an event sponsored by an Affinity Group, on a limited basis.
- d. Approval of Logistical Support. The unit commanding officer shall consult with their servicing legal office when determining the Coast Guard's ability to logistically support an Affinity Group event or activity, to confirm that:
- (1) The support does not interfere with the performance of official duties and in no way detract from readiness;
 - (2) Coast Guard community relations with the immediate community or other legitimate Coast Guard public affairs or military training interests are served by the support;
 - (3) It is appropriate to associate the Coast Guard with the activity;
 - (4) The activity is of interest and benefit to the local civilian community, the Coast Guard, or any other part of DHS;
 - (5) No admission fee (beyond what will cover the reasonable costs of sponsoring the event) is charged for the event, and no admission fee (beyond what will cover the reasonable costs of sponsoring the event) is charged for the portion of the event supported by the Coast Guard, or Coast Guard support is incidental to the entire event in accordance with public affairs guidance; and
 - (6) The logistical support to be provided is consistent with Federal Acquisition Regulation and other additional procurement criteria (if any funding matters are included) and Federal ethics laws and regulations.
- e. Co-sponsorship of Affinity Group Events. The Coast Guard is a co-sponsor of an event when the Coast Guard (or an organizational subunit) is one of the organizations substantively involved in the event. When determining whether the Coast Guard will co-sponsor an event with an Affinity Group, the coordinating Coast Guard unit will consult with its servicing legal office to confirm the following:
- (1) The subject matter of the event (or co-sponsored discrete portion) is scientific, technical, or professional issues that are relevant to the mission of the Coast Guard and consistent with the purpose of the Coast Guard Affinity Group Program;
 - (2) The co-sponsorship is accomplished through a written agreement that includes:
 - (a) the nature and purpose of the event;

- (b) the undertakings and liabilities of the parties;
 - (c) funding responsibilities and costs (including admission fees);
 - (d) a disclaimer of Government liability if the Coast Guard reduces its level of participation or completely withdraws; and
 - (e) a statement that the Affinity Group will not use the fact of co-sponsorship of the event to imply Coast Guard endorsement of the organization or its other events;
- (3) No admission fee (beyond what will cover the reasonable costs of sponsoring the event) may be charged for a co-sponsored event, and no admission fee (beyond what will cover the reasonable costs of sponsoring the event) may be charged for the discrete portions of the event co-sponsored by the Coast Guard;
- (4) That the event does not involve fundraising, unless explicitly authorized by the Commandant; and
- (5) Co-sponsorship is consistent with Federal Acquisition Regulation and other additional procurement criteria (if any funding matters are included) and Federal ethics laws and regulations.
- f. Coast Guard Personnel Attendance at Coast Guard Affinity Group Conferences, Events, or Meetings.
- (1) Once Coast Guard Affinity Group status has been designated by the Coast Guard, supervisors may grant approval for Coast Guard personnel to attend Coast Guard Affinity Group conferences, events, or meetings during work hours. Prior approval is required for any attendance at Coast Guard Affinity Group conferences, events, or meetings that will occur during work hours and/or in an official status.
- (2) Administrative Leave. Supervisors may grant personnel limited excused absences (administrative leave) and permissive orders for reasonable periods for voluntary participation in Affinity Group events, training, or meetings. Even if initially approved, supervisors retain discretion to deny requests for administrative leave to attend Coast Guard Affinity Group events if such absence would interfere with the member's official duties or work assignments.
- (3) Conference Attendance. Supervisors may grant personnel excused absences (administrative leave) for reasonable periods for voluntary participation in Affinity Group conferences if the event has been recognized as supporting the Coast Guard's diversity & inclusion mission, because it constitutes a training event. If there is a benefit to the Coast Guard, Commandant (CG-127) may provide travel expenses through temporary duty orders for a limited number of Coast Guard employees based on funds availability. Civilian employees must be TAD or take leave to attend a conference if during normal working hours. Even if approved by Commandant (CG-127), supervisors retain discretion to deny requests for administrative leave to attend Coast Guard Affinity Group events if such absence would interfere with the member's official duties or work assignments.

- g. Participation in Coast Guard Affinity Group Forums. Participation in Coast Guard Affinity Group Forums is limited to those organizations with official designation as a Coast Guard Affinity Group.
- h. Participation in Affinity Group Matters During Official Time. Members of Coast Guard Affinity Groups who are also federal employees or military members will not use official time to engage in Coast Guard Affinity Group activities, except as outlined in 10.f. As participation in a Coast Guard Affinity Group matter is performed in a personal capacity, activities that have not received explicit permission to be conducted during official time must be handled during liberty or leave periods.
- i. Designation as a Coast Guard Affinity Group does not confer upon the organization any special status, rights, or privileges under the law. The Coast Guard Affinity Group Program will be administered in a manner consistent with all Federal ethics laws and regulations; including the provision of logistical support, co-sponsorship of events, and attendance at Coast Guard Affinity Group meetings and activities.
- j. Coast Guard Affinity Group Executive Champion (EC).
 - (1) Selected personnel may serve as Executive Champions in lieu of allowing Coast Guard personnel to serve directly in an Affinity Group in their official capacity. Serving directly in an Affinity Group in an official capacity raises questions regarding an employee's duty of loyalty to the agency and may violate Federal ethics laws and regulations.
 - (2) Designation as an Affinity Group Executive Champion will be made by Commandant (CG-1), after consideration of the recommendations of the Affinity Group.
 - (3) ECs may not participate in management (internal, day-to-day management) or control of the Affinity Group, but may serve in an advisory capacity.
 - (4) ECs may use government time, resources, and personnel to perform functions associated with the advisory role because they act in their official capacity. They may also use their title, position, or organization name.
 - (5) ECs may provide recommendations to Affinity Group leaders in the planning and implementation of activities and events consistent with the Federal ethics regulations and Coast Guard policies. ECs should consult their servicing legal office on the scope of their involvement as an EC.
- k. Lapse or Revocation of Designation as a Coast Guard Affinity Group.
 - (1) All Coast Guard Affinity Groups must seek re-designation every two years. Re-designation will include a review of the terms and conditions of the Affinity Group's MOU.
 - (2) Coast Guard Affinity Groups that fail to abide by the terms of their MOU or maintain the eligibility criteria designated in Paragraph 10.a.(2) may lose their designation as a Coast Guard Affinity Group.

- (3) Affinity Groups whose members repeatedly violate Paragraph 11.f. may have their status as a Coast Guard Affinity Group revoked by Commandant (CG-1).
- (4) In the event that an Affinity Group makes significant or substantive changes to their group's name, charter, constitution, or bylaws, the group's designation will be revoked, and the group will be invited to re-apply using the designation process outlined in Paragraph 10.a. Commandant (CG-127) shall determine what constitutes significant or substantive changes.

11. RESPONSIBILITIES.

- a. Commandant (CG-1). The Assistant Commandant for Human Resources promulgates policy and guidance regarding the Coast Guard Affinity Groups and provides approval (or revocation) of designation of official Coast Guard Affinity Group status.
- b. Commandant (CG-12). The Directorate of Civilian Human Resources, Diversity and Leadership oversees the diversity management programs that create and support an organizational structure that achieves, values, and maximizes the benefits derived from a diverse workforce.
- c. Commandant (CG-127).
 - (1) Provides programmatic oversight for the Affinity Groups;
 - (2) Leads and manages the Coast Guard Affinity Group Program, maintains program elements and materials, and ensures effectiveness through periodic review and update;
 - (3) Serves as the primary Coast Guard point of contact for all Coast Guard Affinity Groups on matters of general applicability (e.g., Affinity Group Forums) or process approval issues (e.g., Affinity Group Event Administrative Leave Approval);
 - (4) Serves as the primary Coast Guard point of contact for any group seeking designation as a Coast Guard Affinity Group;
 - (5) Manages Affinity Group Forums including the creation, membership, day-to-day management, and devolution of these assemblies;
 - (6) Ensures that the Coast Guard carries out its responsibilities set out under the signed MOU with the Affinity Group;
 - (7) Helps facilitate Coast Guard resources when authorized and applicable in support of the Affinity Groups;
 - (8) Develops outreach channels to help inform commands, service members, and employees about Affinity Group events and programs;
 - (9) Develops, in collaboration with the Affinity Groups, standardized briefing materials to facilitate education on Diversity & Inclusion issues for senior Coast Guard leaders and relevant personnel including unit commanders;

- (10) Prepares reports and maintains data regarding the Affinity Group programs in collaboration with the Affinity Groups; and
 - (11) Facilitates the Coast Guard conference approval process in accordance with guidance issued from Commandant (CG-8).
- d. Coast Guard Affinity Group Executive Champions.
- (1) Act as the official Coast Guard liaison between the Commandant and their designated Coast Guard Affinity Group;
 - (2) Provide recommendations on how their Coast Guard Affinity Group can best achieve mutual goals and coordinate with the Coast Guard;
 - (3) Serves as a sounding board for issues and recommendations;
 - (4) Provide mentorship and coaching to the Coast Guard Affinity Group representatives and members; and
 - (5) Attend their Coast Guard Affinity Group's meetings, events, and conferences when requested by their Coast Guard Affinity Group, and otherwise possible/permitted by their official duties.
- e. Area, District, and Sector Commanders, Commanding Officers & Officers-In-Charge may engage Coast Guard Affinity Groups to support the Diversity & Inclusion Program for their respective activities. Commandant (CG-127) provides resources to support unit level Affinity Group engagement at: <https://cg.portal.uscg.mil/units/cg1/CG1.HQ/CG-12B/AFFINITYGROUP/SitePages/Home.aspx>.
- f. Coast Guard Personnel (not designated as Coast Guard Affinity Group Executive Champions).
- (1) May voluntarily become members of, and actively participate in, Coast Guard Affinity Groups, unless an outside activity is prohibited by statute or Coast Guard policy, or otherwise conflicts with their official duties;
 - (2) Shall act exclusively outside the scope of their official position (i.e., participate in their personal capacity only) when participating in an Affinity Group;
 - (3) Shall be cognizant of their ethical responsibilities as uniformed members or federal employees. This includes identifying and appropriately addressing potential or actual conflicts of interest created by their membership in a Coast Guard Affinity Group;
 - (4) Shall, while in either an official capacity or representing an Affinity Group, engage with Affinity Group members and other Coast Guard personnel in alignment with Coast Guard policy, military customs, courtesies, and protocol, and the Coast Guard's Core Values of Honor, Respect, and Devotion to Duty.

- (5) Shall not (in their official capacity), consistent with Reference (b), give any Affinity Group preferential treatment, and must ensure that they do not create an appearance that they are using their public office to assist an Affinity Group in any way;
 - (6) Shall not (in their official capacity), consistent with Reference (b), endorse any Affinity Group. Nor may Coast Guard personnel use, or permit an Affinity Group to use, that person's official titles, positions, or organization names in connection with the Affinity Group, which includes on the Affinity Group's website, or any list, letterhead, or promotional materials. Active military members may use their rank and Service when identifying themselves in connection with the Affinity Group;
 - (7) Shall not, consistent with Reference (b), encourage, pressure, or coerce other personnel, especially subordinates, to join, support, or otherwise participate in Affinity Groups;
 - (8) Shall not, consistent with Reference (b), personally solicit funds for an Affinity Group from subordinates or prohibited sources;
 - (9) Shall not use appropriated funds, government resources, or official personnel to assist them in their work for an Affinity Group, except for the limited use of certain resources permitted under Paragraph 10.c; and
 - (10) Shall not, consistent with Reference (b), disclose non-public Government information to an Affinity Group.
- g. Affinity Groups are responsible for the conduct of their members. A Coast Guard member's failure to conform with Paragraph 11.f should be reported to the uniformed member's or federal employee's chain of command.

12. FORMS/REPORTS. None.

13. REQUEST FOR CHANGES. Recommendations for changes or improvements to the Affinity Group Program, Affinity Group policy, and/or this Instruction, are welcome and should be submitted via the chain of command to the Office of Diversity & Inclusion, Commandant (CG-127), at: HQS-SMB-CG-127-Info@uscg.mil.

/E. C. JONES/
Rear Admiral, U.S. Coast Guard
Assistant Commandant for Human
Resources