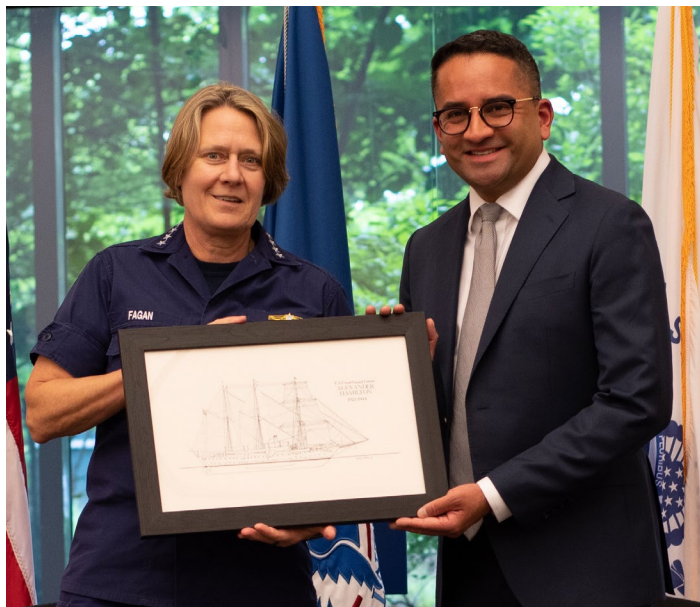




CIVIL RIGHTS ON DECK



Adm. Linda Fagan, Commandant, USCG, gives Mr. Raghavan a token for his participation as keynote speaker for CGHQ's Pride Month observance. (USCG Photo by Patrick Ferraris)

RESILIENCE AND HOPE REPRESENT PRIDE MONTH

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ

To honor Pride Month, Coast Guard Headquarters (CGHQ) welcomed Mr. Gautum Raghavan, Director of Presidential Personnel, to share his incredible story with the workforce on June 7, 2022. Raghavan's extensive work in supporting and advocating for LGBTQ+ individuals dates back to the Obama-Biden administration where he served as the liaison to the LGBTQ+ community and as a member of the DoD's "Don't Ask, Don't Tell" (DADT) working group. DADT was a discriminatory policy affecting military service for is LGBTQ+ members. In his keynote address, Raghavan spoke on the progress and many successes that have been made since the repeal of DADT and also noted how important it is to recognize observances like Pride Month. "Change can be reversed, and progress isn't guaranteed or uninterrupted. It requires a continued vigilance and visibility and that's why Pride Month matters," he stated. "It's why gatherings like these are cause for celebration and hope because it says something about the resilience of our community. It says something about the importance of allies and champions, many of whom are sitting here, who speak up and stand with us," he added. Pride Month highlights contributions by LGBTQ+ community members so that they are more blended in with our Nation's history.

IDENTIFYING AND ELIMINATING WORKPLACE BARRIERS

By Netosha Washington, Equal Employment Manager, CRD, USCG HQ

The Coast Guard continually conducts barrier analyses to help identify and eliminate workplace barriers that could prevent an employee from receiving or maintaining a job or progressing in their career. The process examines the recruitment, hiring, training and development, promotion, and separation of the Agency's civilian workforce. A barrier is an organizational policy, principle, or practice that can limit employment opportunities for members of a particular equal employment opportunity (EEO) group such as their sex, race, ethnic background, or disability status. Barriers include institutional, cultural, attitudinal, or physical obstacles. Institutional or cultural hurdles are policies, procedures, or practices that discriminate and disadvantage specific individuals or groups. An example is if an agency only hires at higher grades, as opposed to hiring at entry level. Attitudinal barriers are behaviors, perceptions, and false assumptions that discriminate against individuals, which can come from a lack of understanding and lead people to have misconceptions about particular groups. An example is when an individual is afraid that they will offend a transgender colleague by doing or saying the wrong thing and purposely avoids them. Finally, physical barriers are the structural features of an employer's workplace or technology that could hinder an individual's accessibility. The barrier analysis is typically a four-step process. The first is to identify triggers, or gaps, in the makeup of the workforce. A trigger is something that deviates from what is expected. Once identified, the study moves into the second step: to investigate the policies, procedures, and practices to pinpoint the barriers and causes for the gaps found. If a barrier is affirmed, step three requires developing and implementing a plan to eliminate it. Lastly, in step four, the Coast Guard assesses the plan's success, tracks its progress, and modifies it as needed. The Coast Guard supports employees having the tools to succeed at their jobs and is committed to eliminating workplace barriers that hinder access and advancement of any racial or ethnic group or individuals with disabilities. For questions about the Coast Guard's barrier analysis process that foster equity, please contact Netosha Washington at Netosha.J.Washington@uscg.mil.



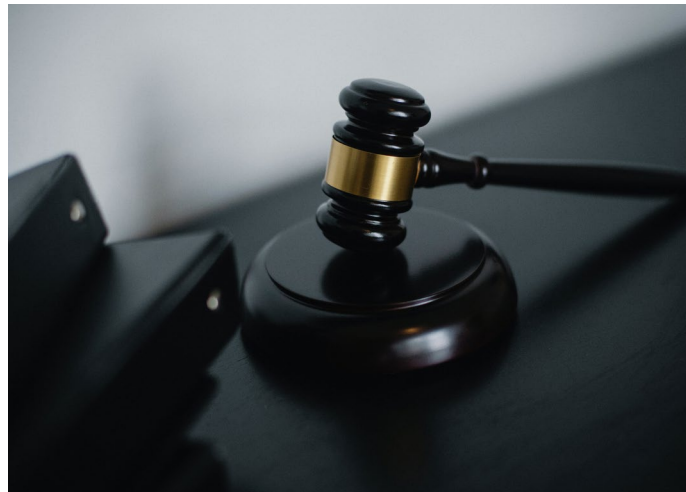
A federal employee uses an assistive technology device to overcome his visual disability allowing him to successfully complete his job-related duties. This is an example of a physical barrier. Identifying and eliminating barriers retains qualified and talented individuals in the federal workforce. (Photo by Shayna Gosney)

JUNETEENTH ECHOES THE SOUND OF FREEDOM

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ

Juneteenth, or June 19th, marks the date in 1865 when Major General Gordon Granger and Union soldiers brought news of freedom to over 200,000 enslaved African Americans in Galveston, Texas. Granger issued General Order No. 3 which informed them that “all slaves are free.” This action signified the end of slavery in the United States even though the Emancipation Proclamation was signed almost two and half years earlier. In 2021, 156 years after this event, President Biden signed into law the Juneteenth National Independence Day Act to recognize Juneteenth as a federal holiday, the first since Martin Luther King Jr. Day in 1983. The Civil Rights Directorate commemorated this observance by hosting a special Juneteenth conversation on June 16, 2022 with Dr. Spencer Crew, Clarence J. Robinson Professor of History at George Mason University and Emeritus Director of both the National Museum of African American History and Culture and the National Museum of American History. Dr. Crew’s presentation educated the workforce on the history and significance of Juneteenth and why it’s a time of reflection that should be recognized by all Americans. “Juneteenth really marks an important moment in the history of this country and the history of the institution of enslavement,” Crew stated. “It’s taking a day and reminding others of the freedom and the refusal of African Americans to accept anything less than that and not accepting the restraints placed upon them by others. This gives Juneteenth an increasingly symbolic importance to those who participate in its recognition and all of those who know about it,” he continued. [Watch the full event to learn more about Juneteenth.](#) Units, LDACs, and other groups throughout the Coast Guard also commemorated Juneteenth through various activities. Find Coast Guard Juneteenth pictures and videos on [DVDs](#).

Pictured: Dr. Spencer Crew provides a historical presentation to members of the CGHQ workforce. (USCG Photo by Lt. j.g. Pamela Manns)



MAKING COMPLAINTS IN A TIMELY MANNER

By Elizabeth Mercado-Pringle, Equal Opportunity Specialist, CRD, USCG HQ

In a recent case, an applicant with the Department of Justice filed a formal Equal Employment Opportunity (EEO) complaint alleging that the Agency had discriminated against him on the basis of national origin. During the job application process, he was advised that his employment offer for a Special Agent position was withdrawn after he failed a polygraph test. The Complainant contacted an EEO counselor to file a formal discrimination complaint, but did so 187 days after the alleged discriminatory event occurred. The Agency dismissed the complaint due to untimely reporting. Equal Employment Opportunity Commission (EEOC) regulations require that employees contact an EEO counselor within 45 days of an alleged discriminatory incident. Upon appeal, the EEOC affirmed the Agency’s decision to dismiss the complaint because there were no arguments or evidence warranting an extension of the time limit for initiating EEO counselor contact. When asked why the Complainant delayed his contact with an EEO counselor, he explained that he was aware of the 45-day time limit but feared retaliation if he pursued an EEO complaint. The EEOC has generally held that fear of retaliation alone is an insufficient reason to extend the time limit for reporting. EEO laws strictly ban retaliatory actions by employers against employees for their participation in the EEO complaint process or for opposing discrimination in the workplace. If a Coast Guard applicant or employee wishes to file a complaint of discrimination, contact your Civil Rights Service Provider (CRSP) within 45 days of the alleged action to discuss the options. [Matt B. vs Dept’ of Justice, EEOC Appeal No. 2021000390 \(Mar. 16, 2021\).](#)

Civil Rights Directorate (CRD) Regional Directors conduct command visits annually in an effort to ensure the quality of services provided by the organization. The purpose of the Command Visit is to afford unit leaders the opportunity to engage the servicing Regional Director, or their designee, about the current quality of civil rights program services provided, to determine if any additional needs are required, and to share information, areas of concern, and best practices. The Command Visit is not an inspection of the unit or its programs. It is an orientation to civil rights assistance and services provided, as well as a review of the unit’s activities over the past year under each civil rights mission elements. The CRD is committed to providing continuous and professional customer service to all Coast Guard commands. If you would like to request a Command Visit, contact the [Civil Rights Regional Director or your servicing Civil Rights Service Provider \(CRSP\)](#).



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NEW GROUP SUPPORTS INDIVIDUALS WITH DISABILITIES IN THE COAST GUARD

By Disability Allies Resource Group Officers

COAST GUARD DISABILITY ALLIES RESOURCE GROUP



LINDA AASE



PRESIDENT



LCDR VINCENT ESCOBEDO

VICE-PRESIDENT



LAURA SMALL

TREASURER



LT CAROL YIN

SECRETARY

The Coast Guard's Disability Allies Resource Group (DARG) is moving at a fast pace! Since the group was [last featured](#), the DARG has drafted a Memorandum of Understanding to formalize the group and elected officers to represent the group (pictured). The DARG Executive Sponsor, Dr. Gladys Brignoni, Deputy Commander and Chief Learning Officer, Force Readiness Command (FORCECOM), also brings her passion and commitment to drive the success of this group. The collective intends to raise awareness of workplace issues affecting individuals with disabilities, reinforce inclusive hiring efforts within the Service, and create a space for open discussion among employees. The key objectives of the DARG are the recruitment, career development, and retention of persons with disabilities (PWD). These objectives also support the Service's mandated reporting in Management Directive-715 (MD-715) which establishes and maintains effective programs of equal employment opportunity and further strengthens the link between Human Resources and the Civil Rights Directorate. The DARG has already seen many successes including developing informational sessions with disability groups to amplify Coast Guard job openings and expand the pool of qualified applicants. These sessions include instructions on navigating the USAJOBS website using accessibility features, writing a Federal resume, and creating mock interview sessions to prepare individuals for potential interviews. The DARG complements the Coast Guard's Ready Workforce 2030 that focuses on transforming the ranks and how the Service builds, develops, and manages its employees. For more information about the DARG or to join, please contact Linda Aase at Linda.R.Aase@uscg.mil.

MANAGING CONFLICT IN THE WORKPLACE: COMPETING AND COMPROMISING

By Elliott Colon, Alternative Dispute Resolution Specialist, CRD, USCG HQ

In part one of our series on managing conflict in the workplace, we compared and contrasted avoidance and accommodation, their outcomes, and the communication process involved. In

this issue, we examine two other methods of conflict management; competing and compromising. Competing happens when opposing parties refuse to see the perspective of others and are willing to follow one's concerns at another's expense. Such competition can either end in "Win-Lose" or "Lose-Lose" outcomes and may intensify further conflict in the future. Using this technique can work when the outcome is more important than the relationship or when there is no time to find a different solution. This style does not help build relationships, however. Compromising gives each party member at least some of what they want, though they will have to sacrifice some of their intentions or goals ("lose-lose"). In many situations, compromising can be the best and most timely solution. It shows a willingness to make all parties feel comfortable with the solution, but being compromising does not always work for every conflict. Sometimes, one party might feel that they sacrificed too much and may be unwilling to compromise in the future. In the next part, we'll talk about collaborating, the final conflict management technique. Until then, stay Semper Paratus. Send any questions or comments to HQS-SMB-CG00H-ADR@uscg.mil.



In competition, one party attempts to win the conflict through dominance and power. (USCG Photo by PO1 John-Paul Rios)