



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

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# ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

In our Coast Guard *everyone* is *always* entitled to a workplace free from discrimination or harassment of any kind. Unlawful discrimination and harassment degrade our readiness and mission performance, and deny our active duty, Reserve, civilian, and Auxiliary workforce the meaningful experience they deserve in service to the American people.

We all must have the courage to act if we observe any words or actions that do not align with our core values of Honor, Respect, and Devotion to Duty. Speaking up about even small deviations from our core values, *particularly* Honor and Respect, prevents unlawful discrimination or harassment from taking root in our workplaces.

Unlawful harassment is unwelcome conduct, based on race, color, religion, sex (including sexual orientation or pregnancy), national origin, age (beginning at age 40), disability, genetic information (including family medical history), pregnancy accommodation, or protected EEO activity. It is conduct that unreasonably interferes with an individual's work performance/environment by resulting in a distinct employment action or is sufficiently severe or pervasive to alter the conditions of the victim's employment and create a hostile or abusive working environment.

Coast Guard members who believe they have experienced or witnessed unlawful discrimination, harassment, reprisal for participation in Equal Employment Opportunity/Equal Opportunity/Whistleblower or other protected activity, bullying, hazing, or other disruptive behaviors, should report it promptly through their chain of command; their local civil rights service provider; the Coast Guard Anti-Harassment Program Management Office; the Department of Homeland Security, Office of the Inspector General (military and civilian); U.S. Office of Special Counsel (civilian); or other appropriate grievance forums. All complaints and reports will be processed promptly, thoroughly, impartially, and using a process that protects privacy. When discrimination or harassment occurs, leaders and managers will take swift and appropriate corrective action. See Coast Guard Commandant Instruction M5350.4(series) for information on the discrimination complaint process.

The Coast Guard is devoted to an environment that promotes dignity, respect, and fairness. Each of us are owners of the workplace culture. We must work together to uphold these principles, to hold each other **accountable**, and to support one another.

A handwritten signature in blue ink, appearing to read 'K. E. Lunday', is positioned above the printed name.

KEVIN E. LUNDAY  
Admiral, U.S. Coast Guard