

GOOD ORDER AND DISCIPLINE

Third Quarter, Fiscal Year 2024

This publishes to the Coast Guard community a summary of disciplinary and administrative actions taken when Coast Guard military members or civilian employees failed to uphold the high ethical, moral, and professional standards we share as members of the Coast Guard. Even though the military and civilian systems are separate, with different procedures and purposes, the underlying values remain the same. Actions from both systems are included to inform the Coast Guard community of administrative and criminal enforcement actions. Leaders throughout the Coast Guard are encouraged to share this message with their unit and discuss.

This document contains brief descriptions of behaviors, offenses committed, and actions taken because of Coast Guard general, special, and summary courts-martial and selected military and civilian disciplinary actions taken service-wide during the third quarter of Fiscal Year 2024 (April, May, and June). General and special courts-martial findings of guilt are criminal convictions; other disciplinary actions are non-judicial or administrative in nature. When appropriate, actions taken because of civil rights complaints are also described. Details of the circumstances surrounding most actions are limited to keep this summary to a manageable size and to protect privacy rights. Direct comparison of cases should not be made because of the many variables involved in arriving at the resulting action. The circumstances surrounding each case are different, and disciplinary or remedial action taken is dependent upon the facts and degrees of extenuation and mitigation. Note that separation or other administrative action may be pending.

Note: A court-martial sentence may be accompanied by other administrative action. A case falling under more than one of the categories below has been listed only once and placed under the category considered most severe in its consequences unless otherwise noted. Cases may also be reflected on one Good Order and Discipline (GOAD) report for action taken during that period and then on a future GOAD for additional action.

1. **Anti-Harassment Program Office (AHPO).** The AHPO oversees the Coast Guard's efforts to maintain a workplace free of harassing behavior and hate by ensuring prevention, timely and independent investigation, corrective action, accountability, and facilitation of transparency through the collection and reporting of case data. The following information is provided by the AHPO:
 - a. **Case Data Summary:** At the conclusion of the quarter, 117 cases had been received by the AHPO of which eight were determined to involve substantiated incidents of harassing behavior or hate with 92 pending outcomes. This was a <1% increase in quarterly cases from the previous end of quarter number. Of the reported incidents, 59% were harassment, 16% were sexual harassment, 13% were retaliation and reprisal, 8% were hate incidents, 4% were bullying, and there were no reports of hazing. Cases involved aggrieved and offenders of varying

ranks and pay grades and occurred across the spectrum of Coast Guard unit types and geographic locations.

b. Examples of Accountability:

- 1) An E-6 was processed for separation for harassing and bullying multiple junior members. The member engaged in a series of hostile, humiliating and intimidating acts such as directing members to psychologically attack others during training, berating subordinates, and refusing to help a member with their qualifications while singling them out for disproportionately negative feedback.
- 2) A cadet was recommended for disenrollment associated with numerous derogatory comments about a transgender cadet's appearance. The cadet also suggested to another cadet that they should intimidate the transgender cadet into leaving the academy.
- 3) An E-3 was taken to non-judicial punishment (NJP) for a hate incident based on race. The E-3 was awarded reduction to E-1 and received 10 days restriction and extra duties. The member was determined through an investigation to have written a racial slur on a common space whiteboard. The investigation also found the member made a false entry in the machinery log as the in-port Officer of the Deck (OOD).
- 4) An Auxiliarist was processed for disenrollment for sexually harassing an active-duty member. The Auxiliarist made advances of a romantic nature despite knowing there was a lack of mutual interest and engaged in unwanted physical contact, including a prolonged hugging and running a finger up and down the active-duty member's arm during conversation.
- 5) A civilian employee was found to have committed harassment, with appropriate accountability to be determined in coordination with the Office of Civilian Workforce Relations. The employee made insensitive and derogatory remarks and engaged in unwelcome touching and an intimidating practice of physically cornering coworkers.

- 2. Military Justice, Non-Judicial Punishment (NJP) under Article 15, UCMJ, and other administrative actions** (may duplicate data reported above from AHPO). The following data is broken out by demographics including commissioned officers and cadets, senior enlisted, junior enlisted, and reserve. Note: A court-martial sentence may be accompanied by other administrative action. A case falling under more than one of the below categories has been listed only once and placed under the category considered most severe in its consequences unless noted. Additional information for all general and special courts-martial resulting in convictions can be found at: [Coast Guard Court Filings & Records — \(navy.mil\)](https://www.navy.mil/CoastGuardCourtFilings&Records) and specific links follow below cases

where available. If no specific link follows, case information may not yet be posted but may be found once available at the above link.

Commissioned Officers and Cadets.

a. **Court-martial: None.**

b. **Military Administrative Action:**

- 1) A captain was issued a CG-3307 documenting an Alcohol Incident (AI) for drunken or reckless operation of a vehicle. The matter was referred to a special board as mandatory separation processing is required for involvement in a drunken or impaired operation of a vehicle. As a result, the officer voluntarily separated with an SPD code of “unacceptable conduct.”
- 2) Following an Anti-Hate and Harassment Investigation (AHHI), a commander was found by a preponderance of the evidence to have committed (nonsexual) harassment while serving as the pilot of an MH-65 helicopter, after the officer made a series of lewd comments and unwelcome and offensive gestures while in flight. The comments and gestures were heard and observed by the co-pilot and enlisted crew members. OPM referred the officer to a promotion removal special board to evaluate a previous selection to captain. Following a review of the officer’s record, the special board recommended permanent removal. The Secretary concurred with the board’s recommendation and directed permanent removal of the officer from the list of selectees of captains.
- 3) A lieutenant (LT) was found guilty in federal district court for one count of distribution of child pornography and three misdemeanor counts of possession of child pornography. OPM referred the case to a special board. The Board of Determination (BOD), Board of Inquiry (BOI), and Board of Review (BOR) all found that the LT failed to establish that he should be retained, and recommended removal from the service. The Commandant concurred with the board’s recommendation and the member was involuntarily separated prior to reaching retirement eligibility. The LT received an Other Than Honorable (OTH) characterization of service, and misconduct SPD code.
- 4) Following an AHHI investigation, a lieutenant junior grade (LTJG) was found to have engaged in bullying by willfully and deliberately berating and humiliating another Junior Officer (JO) in the presence of other crewmembers, using professional relationships for personal gain, using profanity, and remarking on the attractiveness of several female crew members. The incidents were document in the officer’s OER and a negative CG-3307. OPM referred the officer to an involuntary termination of Extended Active Duty (EAD) special board. The special board recommend terminating the LTJG’s EAD. The Secretary concurred, and the member’s EAD contract was involuntarily terminated.

- 5) Following an investigation by CGIS, a LTJG was found to have violated Article 120(b), sexual assault; Article 120(d), abusive sexual contact; and Article 133, conduct unbecoming an officer. The conduct involved sexual assault of another officer. Based in part upon the victim's declination to participate in a court-martial, the special trial counsel at the Office of the Chief Prosecutor deferred the matter back to the LTJG's command. Two negative CG-3307's were issued documenting the assault and alcohol incident. A disciplinary Officer Evaluation Report (OER) was also completed. OPM referred the officer to a revocation of commission special board. The special board recommended revoking the LTJG's commission. The Commandant concurred with the recommendation, and the officer was involuntarily separated. The officer received a Under Honorable Conditions (General) service characterization and a misconduct SPD code. The officer is subject to recoupment of the cost of education and training associated with not fulfilling their service obligation after graduating from the Coast Guard Academy.
- 6) An investigation found an ensign (ENS) sent inappropriate text messages of an unwanted sexual nature to a fellow ENS which disrupted the unit's positive work environment. The incident was documented in the ENS's record. The ENS was separated following the LTJG selection board, which found the officer not fully qualified to be retained in the service.
- 7) An investigation found an ENS made false official statements in violation of Article 107 to the command regarding a prohibited relationship. The incident was documented in the ENS's record. The ENS was separated following the LTJG selection board which found the officer not fully qualified to be retained in the service.
- 8) An ENS was removed from primary duties based on an inability to qualify as underway OOD after being on board for 14 months. In addition, the command documented multiple performance issues with watchstanding and inattention to administrative and departmental responsibilities. The ENS was issued a negative CG-3307 and assigned to a shoreside unit. OPM referred the officer to a promotion removal special board to evaluate a previous selection to LTJG. The special board recommended permanent removal. The Secretary concurred with the board's recommendation and directed permanent removal.
- 9) An ENS was found to have engaged in a prohibited romantic relationship with an enlisted member assigned to their unit, including engaging in sexually intimate behavior onboard a cutter. For this misconduct, the ENS received NJP for violations of Article 92, failure to obey a Lawful General Order (LGO) and Article 134, fraternization. At NJP, the officer was issued a Punitive Letter of Reprimand. OPM referred the officer to a revocation of commission special board. The special board recommended revoking the officer's commission. The Commandant concurred with the recommendation and the officer was involuntarily separated. The officer received an Under Honorable Conditions

(General) service characterization, a misconduct Separation Program Designator (SPD) code, and is subject to recouping the cost of education and training associated with not fulfilling their service obligation after graduating from the Coast Guard Academy.

c. Relief for Cause/Removal from Primary Duties:

- 1) A LTJG was removed from primary duties due to a significant decline in overall performance and failure to complete assigned duties and responsibilities expected of the grade and position.
- 2) An ENS was removed from primary duties for demonstrating poor judgment for making false official statements in violation of Article 107 to the command regarding a prohibited relationship. (See para 8 under “Military Administrative Action” above).
- 3) An ENS was removed from primary duties based on an inability to qualify as underway OOD after being on board for 14 months. (See also, para 1 under “Military Administrative Action” above).

d. Non-Judicial Punishment (NJP). NJP was imposed one time. A LTJG received NJP for violations of Article 134, extramarital sexual conduct; Article 107, false official statement; Article 134, fraternization; and Article 92, failure to obey an order or regulation. The LTJG was found to have engaged in a prohibited relationship with a subordinate and to have committed adultery, including onboard a cutter. The LTJG was also found to have lied to multiple people, including the Executive Officer, in an attempt to conceal with misconduct. The NJP authority awarded 30 days restriction.

Senior Enlisted.

a. Courts-martial: None to report.

b. Military Administrative Action:

- 1) An E-9 received a second AI when his use of alcohol was determined to be a significant and/or causative factor in the E-9’s drunk and disorderly conduct. By admission, the E9 consumed 10-12 alcohol beverages during the day and engaged in a dispute with a guest at his house. During the ensuing dispute, the guest at the E-9’s house discharged a firearm that struck the E-9 in the hand. Both the E-9 and the guest were arrested by local police. The E-9 retired in lieu of administrative discharge. (Note: this matter was reported in the Relief for Cause section of the GOAD for Fiscal Year 2024, Quarter 2).
- 2) An E-7 received NJP after failing to notify his command after being stopped by local law enforcement and arrested. Based upon the police report which included the police officer’s observations and breathalyzer samples of .256 and .272, it was

determined, by a preponderance of the evidence, that the E-7 operated a motor vehicle while drunk or impaired in violation of state law. The NJP was for violation of Article 92(3), dereliction of duty, for failing to notify his command of the arrest as required by the Discipline and Conduct Manual. The member retired in lieu of administrative discharge.

- 3) An E-7 received an administrative discharge with an OTH for violating Article 120b, sexual assault of a child. The member was arrested by local law enforcement for allegations of intentionally exposing his genitals to a minor. Upon arrest, the member admitted to state law enforcement that he had intimate sexual relations with a fifteen-year-old and that he knew the minor's age. The member was charged by the state officials and placed in jail awaiting trial. The command initiated administrative separation proceedings given the pending state action and related prosecution interest by the Department of Justice. The administrative separations board recommended an OTH, and CG-PSC separated the member with a OTH characterization of service.

c. Relief for Cause:

- 1) An E-8 serving as a CG cutter's Engineering Petty Officer (EPO) was relieved for loss of confidence in their judgment and leadership; lack of adherence to engineering and safety practices; and failure to follow Commandant and unit engineering standards. The EPO was involved in a car accident that resulted in serious injuries to themselves and another Coast Guard member. The E-8 was driving a JO's vehicle while the JO was laying down in the backseat not wearing a seatbelt. The E-8 and JO had consumed multiple alcoholic beverages that evening. Additionally, the EPO was found to have violated Articles 92, dereliction in the performance of duties and Article 110(b), improper hazarding of a vessel, when the cutter got underway with insufficient oil. Finally, the EPO entered the port and starboard generator fuel tanks without notifying the CO in breach of confined space entry and gas-free engineering protocols.
- 2) An E-7 serving as a station's EPO was relieved for loss of confidence in their judgment and unsatisfactory conduct following a CGIS investigation for allegations of misconduct after local law enforcement relayed reports of several instances of assault and domestic violence. The EPO was arrested by local law enforcement for 4th degree assault (dating violence) and 2nd degree assault (domestic violence) in violation of state law and placed in jail for 7 days. The member was charged with felonies by state officials and trial pends. The member received a negative CG-3307 and a discharge for ineligibility to reenlist pends.

- d. **Non-Judicial Punishment:** NJP was imposed upon four senior enlisted members.
- 1) An E-7 received NJP for violating Article 115, communicating a threat and Article 128, assault. The member was found to have threatened members in a harassing and bullying manner when he knocked tools out of member's hands and covers off their heads. The E-7 was awarded forfeiture of pay for one month.
 - 2) An E-7 received NJP for violating Article 107, false official statement for forging several doctor's signatures on Coast Guard records. The E-7 was awarded forfeiture of pay for two months.
 - 3) An E-7 received NJP for violating Article 92(1), failure to obey a lawful order; Article 92(3), willful dereliction of duty; and Article 107, false official statement. The member disregarded an order from an Office in Charge of a station to report for a semi-annual weigh-in. The E-7 was found to have deliberately and without authorization entered his own fraudulent physical fitness test ("PFT") results into a Coast Guard database. The E-7 was awarded forfeiture of pay for two months and 60 days restriction.
 - 4) An E-7 received NJP for violating Article 86, accessory after the fact and Article 107, false official statement. The member was found to have known the circumstances of a prohibited relationship and intentionally exerted pressure on others to shield a LTJG from accountability. The member also made a false official statement to the Investigating Officer (IO). The NJP authority imposed no punishment.

Junior Enlisted.

a. **Courts-martial:**

An E-4 was found guilty at a contested general court-martial for domestic violence in violation of Article 128b. The E-4 was found not guilty of violating Article 115, communicating a threat. The member was sentenced by the panel to a reduction in rank to E-3 and hard labor for three months. The court records will be posted here when available: <https://www.jag.navy.mil/military-justice/usgc-filings-records/>.

b. **Military Administrative Action:** 51 enlisted members received administrative discharges.

- 1) Sixteen discharges were for involvement with drugs including the following substances.
 - a. 3 for cocaine;
 - b. 1 for codeine;
 - c. 1 for hallucinogenic mushrooms;
 - d. 11 for marijuana.

- 2) Seven discharges were for a pattern of misconduct, including one that involved a civilian conviction. Under COMDTINST 1000.4A, Military Separations, members may be separated due to a pattern of misconduct when a member has two or more NJPs, courts-martial, or civilian convictions (or a combination thereof) in a two-year period. The following are instances where members demonstrated a pattern of misconduct:
- a. An E-3 was awarded NJP twice within a two-year period. At the first NJP, the member was found to be in violation of Article 86, absent without leave and Article 92, failure to obey an order or regulation. At the second NJP, the E-3 was found in violation of Article 92, dereliction in the performance of duties for falling asleep for over two hours while standing communications watch at a time when the station's small boat was underway, offshore conducting helo-ops.
 - b. An E-4 was awarded NJP twice in nine months. The first NJP was for unlawfully restraining and striking another Coast Guard member in violation of Article 128, assault consummated by a battery, as well as operating a government vehicle after consuming alcohol in violation of Article 113, drunken operation of a vehicle. The second NJP was for violation of Article 134, indecent language, for sending indecent text messages from another shipmate's phone to a civilian.
 - c. An E-3 was awarded NJP twice within a one-year period. The first NJP was for reckless operation of rental vehicle resulting in a collision with another rental vehicle in violation of Article 113 and then neglecting to report the event in violation of Article 92(3), dereliction of duty. Both vehicles were rented by a cutter undergoing dry dock. The second NJP involved failing to follow standard operating procedures and maintenance procedure cards during routine maintenance, in violation of Article 92(3), dereliction of duties, resulting in another member suffering carbon monoxide exposure.
 - d. An E-2 was awarded NJP twice in five months. The first NJP involved failing to report to their appointed place of duty in violation of Article 86 and disrespecting a superior officer in violation of Article 89. The second NJP was for failing to complete a proper watch round in violation of Article 92(3), dereliction of duty and gun decking watch logs in violation of Article 107, false official statement.
 - e. An E-2 received NJP twice in four months. The first NJP involved consuming alcohol while underage in violation of Article 92(1), failure to obey a LGO; lying to IOs in violation of Article 107, false official statement; and attempting to coerce two crewmembers into lying to IOs in violation of Article 82, soliciting commission of offenses. The second NJP involved violating Article 92(1), failure to obey an order, for failing to obey a LGO or

regulation by engaging in an unacceptable relationship onboard their cutter knowing they should not.

- f. An E-3 received NJP on two separate occasions within a six-month period. The first NJP was for an absence without leave in violation of Article 86 when the E-3 reported to their cutter approximately 45 minutes after the expiration of liberty. The second NJP involved failing to pay their government travel card for approximately 17 months in violation of Article 92(1), failing to obey a LGO, as well as verbally disrespecting a petty officer and throwing an object at them in violation of Article 91, insubordinate conduct towards a petty officer.
 - g. An E-2 was awarded NJP and was convicted in a civilian court, both of which occurred in a 24-month period. The NJP involved abandoning his assigned post while on security watch without a radio or proper approval from the OOD between the hours of 2300 and 0300 in violation of Article 86. The civilian conviction was for reckless driving when they drove 83 mph in a 30-mph zone.
- 3) 26 discharges were for Commission of a Serious Offense (COSO).
- a. There was one administrative separation board for a COSO. Members are entitled to appear before a board either because they had over eight years of service or because the command sought a discharge with an Other than Honorable (OTH) characterization of service. The result of this board was:
 - 1) An E-3 was discharged with a OTH for possession of child pornography. Additionally, the member was previously indicted by a federal grand jury for child abuse and unlawful use of a two-way communications device. The member entered a guilty plea in federal district court and was sentenced to ten years of probation.
 - b. The remaining 25 separations for COSOs were cases where the member did not appear before an administrative separation board and included:
 - 1) Several instances of violations of Article 92(3), dereliction in the performance of duties, including sleeping on post to include falling asleep on helm and lookout watch, as well as fire watch.
 - 2) Separation for two AIs; one for being drunk on duty and the other for a DUI. The basis also included violation of Article 128b (domestic violence) for punching their spouse in the head during an incident in 2020, which the victim reported in 2023. Trial counsel reviewed the matter and concluded there would be insufficient evidence to obtain and sustain a conviction. Despite having over eight years of service, the member waived their opportunity to contest discharge at an

administrative separation board in return for receiving a general discharge.

- 3) Separation for assault consummated by a battery for inappropriately grabbing the hip of a waitress in violation of Article 128, assault consummated by a battery.
- 4) Separation for violation of the AHHI policy by sending an offensive hate image to a group of service members in violation of Article 92, failure to obey a LGO.
- 5) Separation for a second AI for assaulting a roommate when they grabbed their roommate during an argument after consuming alcohol.
- 6) Separation for violations arising from the arrest and subsequent prosecution by state officials for reckless evading, resisting arrest, and resisting, delaying or obstructing a peace officer by means of threat of violence.
- 7) Separation for violations arising from the arrest and subsequent prosecution by state officials for multiple charges including felony evasion, operating a motorcycle without a license, exceeding the speed limit, and false statements about the matters.
- 8) Separation for a second AI where an E-5 was stopped by local police for operating a vehicle without lights.
- 9) Separation for willful dereliction in the performance of duties (Article 92(3)) when having knowledge of a direct order the member failed to obey and wrongfully and willfully abandoned their post as communications watchstander.
- 10) Separation for drunken or reckless operation of a vehicle (Article 113) and refusing to take a test to measure blood alcohol concentration while suspected of drunken operation of a motor vehicle, constituting the COSO.
- 11) Separation for failure to obey a LGO (Article 92(1)) and false official statements (Article 107) in connection with unauthorized foreign travel to meet a foreign national in a foreign country and unauthorized sharing of controlled unclassified information.
- 12) Separation for consuming alcohol and driving a motor vehicle under the influence (Article 113) resulting in being absent without leave (Article 86) and eventually reporting for duty while still under the influence of alcohol (Article 112).
- 13) Separation following arrest by state officials for driving while impaired, exceeding the posted speed limit, and operating a vehicle with a revoked license. The basis for separation also included failing to report the arrest, possession of marijuana paraphernalia and fraudulent enlistment for failing to disclose a criminal conviction when entering the service.
- 14) Separation for domestic violence following arrest and subsequent prosecution by state officials. The member is reported to have pulled their spouse out of a vehicle, leaving marks and scratches on the spouses' back, and then threw the spouses belongings across their yard. The victim declined to participate in the investigation and provided a written

affidavit to state officials requesting that the prosecution be dropped. The command found by a preponderance of the evidence that the member had committed domestic violence in violation of Article 128b, UCMJ, and separated the member.

- 15) Separation following a reported sexual assault involving a shipmate who was intoxicated. Following coordination between the Coast Guard and state officials to ascertain which jurisdiction should pursue the matter in the interests of justice, the state charged the member. The member was separated from the service ahead of the state's trial date.
- 16) Separation for a pattern of harassment and bullying of subordinates which significantly and unreasonably interfered with the performance of subordinates and seriously undermined the good order and discipline of the unit. Specifically, the E-6 engaged in play fighting with a subordinate E-4 on the unit's recreational deck. When the E-4 gained the upper hand, the E-6 lifted the E-4 off the ground about shoulder height and forcibly slammed him on the ground. The E-6 verbally demeaned the E-4. On another occasion, the E-6 shouted expletives at another E-4 for an error when bringing down the colors, which continued even after a third party indicated the E-6 was out of line. Lastly, the E-6 incorporated a false and explicit narrative about the sexual infidelity of an E-4's girlfriend into a training exercise.
- 17) Separation for violation of a direct order under Article 92(1), UCMJ, following operation of a motor vehicle, despite a direct order from the Executive Officer directing the member to adhere to their medical chit that prohibited operation of a motor vehicle. Additionally, the vehicle belonged to a shipmate and was taken without permission.
- 18) Separation for communicating a threat in violation of Article 115, UCMJ. While gunners' mates were stowing rifles and shotguns, the member grabbed an unloaded M4 rifle. The member pointed it down a hallway and said he was going to shoot up the place. The actions were observed and caused shipmates to be concerned.
- 19) Separation for violations of Article 128 (assault) and Article 134 (sexual harassment). The misconduct involved unwanted physical contact with a shipmate, including slapping their buttocks, removing a hair clip from their hair, and grasping their shoulders while whispering in her ear in an inappropriate manner. Despite being repeatedly directed to cease this behavior, the member persisted. Consistent with the victim's input, the command initiated administrative separation. Despite having over fifteen years of service, the member waived their opportunity to contest discharge at an administrative separation board in return for receiving a general discharge.
- 20) Separation for second alcohol incident for driving while intoxicated.
- 21) Separation for consuming alcohol and resultant car accident (no reported injuries).

- 22) Separation for arrest and subsequent prosecution by state officials for driving under the influence where the member struck two pedestrians. No major injuries were reported by the police.
- 23) Separation for driving under the influence.
- 24) Separation for assaulting their roommate in the shower by rubbing beans on the victim and pushing the victim down. The victim did not want to testify at a hearing. Consistent with the victim's input, the member was separated for misconduct with a general discharge in lieu of court-martial or other military justice action.
- 25) Separation following an auto incident while under the influence of alcohol where the member lost control of the vehicle and struck a tree.

e. **Relief for Cause:**

- 1) An E-5 assigned as a station EPO was relieved of primary duties for loss of confidence in their judgment and ability to perform the duties and responsibilities after the member was arrested by local law enforcement for theft from a Home Depot. The resulting UCMJ violations included larceny and dereliction of duty in violation of Article 121 and Article 92(3), UCMJ, as the EPO failed to report their arrest as required by the Discipline and Conduct Manual. Additionally, the EPO lied to their supervisors on multiple occasions by indicating they were going to medical appointments when they were attending court hearings associated with their arrest resulting in additional violation of Article 107, false official statements.

f. **Non-Judicial Punishment:** NJP was imposed a total of 89 times, under 33 specifications covering a wide range of UCMJ offenses. The total sum of punishments included 69 reductions in paygrade, 463 days of restriction, \$9,542 in forfeitures of pay, and 691 days of extra duty. The following are examples of the three most frequent offenses charged in the second quarter of FY24:

- 1) Article 86, absence without leave (AWOL). Examples:
 - a. An E-5 received NJP for Article 86, AWOL and Article 107, false official statement after the member was found to have been late for watch relief onboard a cutter. Though the member claimed to have overslept due to a faulty alarm, the member was seen working out when they should have been conducting the relief. The member was awarded 14 days restriction, 45 days extra duties, forfeiture of two months' pay, and a reduction in rank.
 - b. An E-5 received NJP for Article 86, AWOL and Article 107, false official statement after the member was found to have missed duty at an AIRSTA and was then found to have made false official statements

to a senior chief in an attempt to avoid accountability. The member was awarded 45 days extra duty.

- c. An E-2 was found to have failed to report for duty on-time on board a cutter in violation of Article 86, AWOL. The member was awarded 14 days restriction.

2) Article 92, Orders Violations. Examples:

- a. An E-5 was found to have violated Article 92 by violating unit policy after bringing alcohol to a station and driving away from the station when ordered to remain. The member was also found to have operated a vehicle while under the influence of alcohol in violation of Article 113, driving under the influence. The member was awarded seven days restriction and seven days extra duty; both were suspended for six months.
- b. An E-4 was found to have violated Article 92 by violating clinic protocol for intentionally mishandling blood samples to include submitting expired blood samples, failing to enter vaccination records, and not completing daily inventories. The member was also found to have violated Article 107, false official statements for making false statements that tasks were complete on seven duty days. The member was awarded a reduction in rank (suspended for six months), restriction for 14 days, and extra duty for 30 days.
- c. An E-3 was found to have violated a LGO in violation of Article 92(1) by consuming alcohol to the point of intoxication within 12 hours of ship's movement and thus being unable to complete duties underway. The E-3 was also found in violation of Article 112, incapacitation for duty from drunkenness. The E-3 was awarded seven days extra duties.

3) Article 107, false official statements. Examples:

- a. An E-6 was found to have made a false official statement to conceal a prohibited relationship with a LTJG. The member was also found in violation of Article 92 for the prohibited relationship and in violation of Article 134 for extramarital sexual conduct. The member was awarded a reduction in rank.
- b. An E-6 was found to have violated Article 107 when he falsely alleged to investigators that he did not know how the website "Only Fans" worked and by stating he did not show naked pictures of himself to anyone else but his wife. The member was awarded forfeiture of a half months' pay for one month and extra duties for 30 days.
- c. An E-4 was found to have violated Article 107 by knowingly making a false statement to a senior chief in relation to the member excessive consumption of alcohol and resultant incapacitation to perform duties. The member was also found to have violated Article 112,

incapacitation for duty from drunkenness. The member was awarded a reduction in paygrade and extra duties for 45 days.

Reserve Personnel.

- a. **Reserve Officer Disciplinary/Administrative Action:** None.
- b. **Relief for Cause:** None.
- c. **Reserve Senior Enlisted Disciplinary/Administrative Action:**
 - 1) An E-8 was separated for misconduct with a general (other than honorable) discharge involving discreditable nature with civil or military authorities. In 2022, the member was convicted at summary court-martial for disorderly conduct in connection with making profane and angry statements to civilian health care providers at a community vaccination center. The member had also been convicted of misdemeanor assault in state court for separate misconduct in a civilian status.
- d. **Reserve Junior Enlisted Disciplinary/Administrative Action:**
 - 1) An E-5 was separated for misconduct involving illegal drugs after the member tested positive for marijuana on random unit urinalysis. The member was discharged following an administrative separation board process with a general (under honorable conditions) discharge.
 - 2) An E-3 was separated for misconduct with a general (under honorable conditions) discharge involving illegal drugs after the member tested positive for combination of dextroamphetamine and amphetamine on random urinalysis. The member admitted to knowingly ingesting Adderall obtained from their mother's boyfriend and a 3-week period of Adderall use prior to joining USCG.
 - 3) An E-6 was separated for misconduct involving a motor vehicle collision after the member rear-ended another vehicle after consuming alcohol. There were no reported injuries. The member received an honorable discharge in lieu of an administrative board action. The member failed a field sobriety test and their blood draw registered a .198 BAC.
 - 4) An E-3 was separated for misconduct with a general (under honorable conditions) discharge involving animal cruelty for which the member was arrested by local law enforcement. Subsequent investigation provided a preponderance of evidence that the member abused and neglected dogs in his care in violation of Article 134, animal abuse.
 - 5) An E-5 was separated for misconduct with a general (under honorable conditions) discharge involving a DUI related to a motor vehicle accident. There were no injuries. Responding police officers noted various signs of alcohol consumption and a blood sample was taken indicating a BAC of .24.

- 6) An E-6 was separated for misconduct with a general (under honorable conditions) discharge involving drugs after testing positive for cocaine and hydrocodone on a random urinalysis.
- e. **Non-Judicial Punishment:** None.
- f. **Special Convictions/Line of Duty Determinations:** None.

Civilian Personnel--Disciplinary/Administrative Actions.

- 1) A GS-15 was reprimanded for unprofessional conduct after accessing and downloading records relating to a CGIS investigation on a SharePoint page that was unrestricted due to an administrative error and did not report the matter. The records contained names of sexual assault victims and other crime-related material.
- 2) A GS-14 was reprimanded for unprofessional conduct toward her supervisor in an email response and failure to adhere to her assigned work schedule. This employee responded to her supervisor inquiring about the status of training that had yet to be completed. Her email included words to the effect of the following: "The questions she listed are questions that we discussed for the training. There is no set training for this yet, as you know and you'd like to have control over everything." Additionally, the employee failed to adhere to her assigned work schedule after the temporary telework authorization was previously cancelled.
- 3) A GS-14 was reprimanded for failure to follow instructions after the division chief instructed this employee to contact the Federal Procurement Data System helpdesk to enable the employee's account. The employee did not complete the required steps to secure an account.
- 4) A GS-14 was reprimanded for failure to follow instructions after the employee's supervisor instructed the employee to take the required steps to secure access to a required program.
- 5) A GS-13 was reprimanded for being AWOL on multiple occasions. On two separate dates, the employee was absent for between two and three hours without approval.
- 6) A GS-13 was suspended for 14 calendar days for inappropriate behavior of sexual nature. This employee sent unsolicited text messages to a coworker asking her if he could perform oral sex on her.
- 7) A GS-13 was terminated during their probationary period for unacceptable performance after the employee could not demonstrate the ability to prioritize or lead projects at the level required of this position.
- 8) A GS-12 was removed based on his physical inability to perform the essential functions of his position. This employee submitted medical documentation outlining that he had permanent restrictions that prohibited him from executing several functions required of his assigned position. No reasonable accommodation was found and attempts to find a position this employee could perform within his restrictions were unsuccessful.

- 9) A GS-12 was reprimanded for failure to follow instructions and inappropriate conduct. The employee was instructed to submit bi-weekly reports to his supervisor concerning work related activities and to copy the Team Lead on all email traffic with customers. The employee failed to copy the Team Lead on all email traffic with customers as instructed and only submitted nine out of the required 18 reports to his supervisor.
- 10) A GS-12 was reprimanded for failure to follow instructions and unprofessional conduct. After the employee was instructed to provide her supervisor with her availability for an urgent tasking meeting, the employee replied “my calendar is up to date” instead of providing the requested information. The supervisor then instructed the employee to setup a meeting for them by the end of that week and the employee failed to complete this task.
- 11) A GS-12 was suspended for three calendar days for exhibiting discriminatory behavior and unprofessional conduct on multiple occasions after making remarks to and about another employee based on race. Specifically, on one occasion the employee walked directly to the coworker, who was in the vicinity of other employees who were not African American and solely asked the subject employee if he “liked fried chicken.” On other occasions it was uncovered that the GS-12 employee stated to the coworker that he should be “provided with a dark band-aid” because he is African American and thereafter that he “could not see” the subject employee on the workroom floor because his dark skin.
- 12) A GS-11 was reprimanded for unacceptable conduct for yelling at a coworker during a disagreement.
- 13) A GS-11 was reprimanded for failure to follow leave procedures and one day AWOL after the employee was absent without pre-approved leave (and did not request unscheduled leave prior to his absence).
- 14) A GS-11 was reprimanded for being AWOL and lack of candor after leaving his shift early on numerous occasions and leaving his watch post without supervision. The employee also falsely certified his timecard during the AWOL periods.
- 15) A GS-9 was reprimanded for failure to follow leave procedures involving the established unit protocol to call their supervisor to request unscheduled leave when they are unable to report for duty as scheduled and to receive approval prior to their absence. This employee displayed a habit of reporting for duty late and each time sending a text message to his supervisor after his scheduled duty began. Prior to the reprimand, he was counseled on the required protocol. Notwithstanding, after the counseling, the employee continued to send text messages on multiple occasions.
- 16) A GS-7 was terminated during their probationary period after being given several opportunities to improve.
- 17) A GS-4 was terminated during their probationary period for unacceptable conduct involving asserting excessive oversight of peers and ignoring management instructions when handling responsibilities. The conduct persisted after the employee had been counseled by her supervisor of the expectations associated with her position and advised that she is not a supervisor.

- 18) A WG-10 was reprimanded for disruptive behavior for sending unacceptable text messages and emails to a cutter crew regarding the command's stance on safety and his displeasure regarding how the command handled specific incidents.
- 19) A WG-10 was suspended for a period of four days for neglect of duty when the employee repeatedly failed to follow the SOP associated with completing his Quality Assurance log. The deficiencies created gaps in coverage, inaccurate records, and periods of time that could not be accounted for.
- 20) A WG -8 was suspended for 14 calendar days for failing to follow instructions, being AWOL, and disruptive behavior. This employee was instructed to remain on a pier with the rest of the team but instead left the worksite for 75 minutes without authorization. Upon returning, this employee also engaged in an altercation with a coworker where the employee used his finger to push another employee's forehead.
- 21) A WG -8 was reprimanded for failure to follow instructions after the employee was found lounging in a chair while using his personal chrome book in a restricted area during work hours.