

## GOOD ORDER AND DISCIPLINE

Second 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, rights, 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.

The following brief descriptions of behaviors, offenses committed, and actions taken as a result of Coast Guard general, special, and summary courts-martial and selected military and civilian disciplinary actions taken service-wide during the second quarter of Fiscal Year 2024 (January, February, and March). General and special courts-martial findings of guilt are federal criminal convictions; other disciplinary actions are non-judicial or administrative in nature. When appropriate, actions taken as a result 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 there are 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 particular facts and varying degrees of extenuation and mitigation. In many cases, 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 GOAD for action taken during that time period and then on a subsequent GOAD for additional action.

1. **Anti-Harassment Program Office (AHPO).** The AHPO manages the Coast Guard's Anti-Harassment and Hate Incident (AHHI) policy and oversees efforts to maintain a workplace free of harassing behavior and hate by ensuring prevention, timely and independent investigation, corrective action, accountability, and facilitates transparency through the collection and reporting of AHHI data.

Curious about the relationship between AHHI and EEO? The AHHI process under the Harassing Behavior Prevention, Response, and Accountability Instruction is separate and distinct from the Civilian Equal Employment Opportunity (EEO) and Military Equal Opportunity (EO) complaint processes for discriminatory harassment under the U.S. Coast Guard Civil Rights Manual. While complementary in safeguarding the workplace, AHHI is a command-led process focused on stopping harassing behavior and taking appropriate action against offenders, whereas EEO/EO

is managed by the Civil Rights Directorate with a focus on making complainants whole.

a. **Case Data Summary:** At the conclusion of Q2, 116 cases were received by the AHPO of which 25 were determined to involve substantiated incidents of harassing behavior or hate with 58 pending outcomes. This was a 45% increase in quarterly cases from the previous end of quarter number. Of the substantiated incidents, 76% were harassment, 12% were sexual harassment, and 12% were hate incidents. Cases involved complainants and subjects 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-7 was temporarily relieved from primary duties (permanent relief decision pends) and a negative Administrative Remarks (Form CG-3307) was placed in their permanent record for engaging in harassing behavior towards a pregnant subordinate. The member confronted the subordinate in an aggressive manner and gave a lower evaluation mark for directly communicating with the CO on a sensitive medical issue. The member also made comments aimed at blaming the subordinate for extra work for others due to the pregnancy, encouraging animosity towards the subordinate by the rest of the crew.
- 2) An E-4 was taken to NJP and a negative Administrative Remarks (Form CG-3307) was placed in their permanent record for verbally harassing and threatening physical harm. The member threatened to punch another member in the face on multiple occasions and would often punch and kick government property during angry outbursts witnessed by others.
- 3) An E-7 received counseling and a negative Administrative Remarks (Form CG-3307) was placed in their permanent record for engaging in harassment, as substantiated by the command. The member uttered a homophobic slur while commenting on an E-2's liberty attire.
- 4) An E-5 received a negative Administrative Remarks (Form CG-3307) was placed in their permanent record and will be processed for separation for engaging in harassing behavior. The member persistently asked intrusive questions to an E-2 about their sex life in the presence of coworkers.
- 5) An E-1 was discharged after committing hate-based harassing behavior constituting a hate incident. The member engaged in severe and repeated hateful speech targeting a group of individuals based on ethnicity. On multiple occasions, in front of other recruits, the member commented on how the Coast Guard needed less numbers of certain ethnicities and repeatedly used ethnic epithets.

- 2. Military Justice, State or Federal actions, 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 — \(navy.mil\)](#) 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. An O-3 was retained at an administrative Special Board after being arrested for driving under the influence. Two breathalyzer tests were administered resulting in a BAC of .09%. The member immediately notified the command, remained cooperative throughout the investigative process, successfully completed alcohol screening, and took ownership of the mistake with both command and civilian authorities.
2. An O-2 was removed from their primary duties as a Deck Watch Officer and taken to NJP (Article 92, Disobeying a Direct Order and Article 133, Conduct Unbecoming an Officer) for engaging in an inappropriate romantic relationship with an enlisted member.
3. An O-2 had their temporary appointment vacated at an administrative Special Board and was reverted to their permanent enlisted status after failing to fulfill the duties and responsibilities expected of a junior officer. Additionally, there were documented instances of substandard conduct and performance, including reports of substantiated harassing behavior, period of unauthorized absences, failure to adhere to uniform standards, failures to adhere to PII policy and earn qualifications within specified and acknowledged timeframes. The member's commission was vacated, and the member reverted to their permanent enlisted status. The case was sent to EPM for consideration of administrative separation.
4. An O-1 had their commission revoked at an administrative Special Board after being removed from their primary duties for engaging in harassing behavior including offensive racist and homophobic comments towards subordinates. The member also received NJP for Article 133, Conduct

Unbecoming an Officer, after urinating (multiple times) in the bottle while operating a government vehicle with subordinates present. Member received a General (Under Honorable Conditions) characterization and Separation Program Designator (SPD) code of Unacceptable Conduct. Having failed to fulfill Coast Guard Academy obligated service requirements, the member is subject to recoupment for the cost of Academy tuition plus expenses. The information was submitted to PPC for recoupment processing.

5. A CWO-2 retired in lieu of administrative Special Board action after engaging in substantiated harassing behavior (AHHI) to include inappropriate comments in front of junior enlisted members regarding misconduct, including discussions of engaging in extramarital sexual conduct and/or patronizing prostitutes. The member's actions, comments and treatment of subordinates created an unwelcome, intimidating, offensive and hostile work environment. CWO2 retired with just over 20 years with an Honorable characterization of service and SPD code of Unacceptable Conduct.
- c. **Relief for Cause/Removal from Primary Duties:** A LCDR was removed from their primary duties as Executive Officer of a medium endurance cutter for creating a poor and hostile work environment. Member did not display the necessary emotional intelligence or judgment to successfully perform the duties and responsibilities expected of their position and grade. Member was removed from the command cadre position and reassigned to an administrative role.
  - d. **State / Federal Actions.** None.
  - e. **Non-Judicial Punishment.** NJP was imposed three times for violations of Articles 92, 133, and 134 of the UCMJ.
    1. An O3 received NJP for Article 134, Fraternization. The O3 received a punitive reprimand.
    2. An O2 received NJP for Article 133, Conduct Unbecoming an Officer, and Article 92, Failure to Obey a General Order due to a prohibited relationship. As noted in the corresponding administrative action above, the O2 was relieved of their primary duties, but NJP authority did not impose punishment.
    3. An O1 received NJP for Article 133, Conduct Unbecoming an Officer, and Article 92, Failure to Obey a General Order due to a prohibited relationship. The NJP authority did not impose punishment.

#### **Senior Enlisted.**

a. **Courts-martial:**

1. An E-9 was found guilty at a summary courts-martial for violating Article 134 of the UCMJ for drunk and disorderly conduct. The member was awarded a reduction in paygrade to E-8 and a letter of reprimand.
2. An E-7 was found guilty at a general court-martial for violating Article 80 of the UCMJ for attempted premeditated murder and for kidnapping under Article 125, UCMJ. The member was awarded a reduction to paygrade E-1, 20 years confinement, and a dishonorable discharge.

b. **Military Administrative Action:** Two senior enlisted members retired in lieu of administrative discharges:

1. An E8 was found, by a preponderance of the evidence, to have engaged in harassing behavior towards two E6s and one E4 for violating Article 93 of the UCMJ (Cruelty and Maltreatment) by engaging in retaliation (or reprisal) and bullying. A negative Administrative Remarks (Form CG-3307) was entered in the member's permanent record. The E8 failed to foster a fair, open, cooperative, supportive, and empowering climate which negatively impacted team cohesion. Over a sustained period of time, these actions contributed to the voluntary separation of two subordinates. The E8 submitted a conditional waiver for an (otherwise required) Administrative Separation Board if allowed to retire in lieu of discharge (RILD), which was approved by EPM-1.
2. The second RILD is the same E7 listed in the Senior Enlisted Relief For Cause section (c.4). See additional below.
3. An E7 on the CWO Final Eligibility List was permanently removed from that list after being arrested for driving under the influence and failing two field sobriety tests. While in custody, the member was argumentative with LE officials and requested "professional courtesy" consideration. The member was afforded 26-weeks of treatment, victim impact training, 18 months of probation, and abstinence from alcohol and drugs.

c. **Relief for Cause:**

1. An E9 station OinC was relieved for loss of confidence in their ability to command due to an alcohol incident. An investigation found the E9 was arrested at a hospital near their home for misdemeanor domestic disorderly conduct. The E9 (who admitted to having consumed 10 alcoholic drinks in the hours prior to the incident) and a relative were involved in an altercation that resulted in the E9 suffering a gunshot wound to the hand. While the evidence revealed the E9's relative instigated the dispute and

accidental shooting, the E9's actions throughout the day escalated a tense situation and the alcohol use was a contributing factor to their behavior. The E9's actions resulted in administrative and disciplinary consequences including mandatory processing for discharge.

2. An E7 OinC of a station was relieved for loss of confidence in their ability to command due to loss of confidence from: (1) failure to achieve and meet the minimum required proficiency standards during the second semi-annual cycle of 2022, the first semi-annual cycle of 2023; (2) failure to certify as a coxswain on the SPC-SWII within a year of unit receipt and acceptance of the asset; (3) a finding of non-compliance for the station during the Comprehensive Law Enforcement Assessment of Readiness (CLEAR) assessment; and (4) the E7's lack of appropriate seriousness regarding the CLEAR assessment and a disengaged demeanor when discussing station preparations. Consideration of the facts and circumstances resulted in the loss in confidence in the E7's ability to set an appropriate example for the crew of the station and to ensure continued readiness, safety, and mission performance at the unit.
  3. An E7 XPO of a station was relieved for loss of confidence in their judgment and ability to execute their leadership role due to unsatisfactory conduct as it relates to their alcohol dependency, unwillingness to accept treatment, and making multiple false statements. An investigation revealed the XPO violated two UCMJ articles when they deliberately misled their supervisor about medical's recommendation to attend an intensive treatment program and consuming alcohol to the point they were unable to stand duty the following day.
  4. An E7 EPO of a cutter was relieved for loss of confidence due to unsatisfactory conduct revealed in the unit's 2023 DEOCS survey and allegations of workplace violence toward junior members. A CGIS investigation evidenced that the E7 violated several UCMJ articles to include assault consummated by a battery and disrespect toward a superior commissioned officer. The battery involved slapping an E3 on the face. The E7 also made disparaging comments based on gender toward their XO, in the presence of several crewmembers including "not putting a smaller female on the pump team because they don't have the body weight to pull something" and "you can't carry things, you can't pick up things ... maybe you shouldn't be doing that type of job."
- d. **State / Federal Court Actions:** None to report.
- e. **Non-Judicial Punishment.**

1. An E7 received NJP for a violation of Article 92 of the UCMJ, for neglect and culpable inefficiency associated with maintenance tasks. The punishment included a forfeiture of pay for 2 months that was suspended for 6 months.

## **Junior Enlisted.**

### **a. Courts-martial:**

1. An E-4 was convicted at a special court-martial of assault consummated by a battery under Article 128, UCMJ, for unlawfully touching with a hand - the upper leg of another member. The member was sentenced to reduction to E-1 and confinement for 21 days. For additional information, see:  
[https://stjececmsdusgva001.blob.core.usgovcloudapi.net/public/documents/Woods\\_J..pdf](https://stjececmsdusgva001.blob.core.usgovcloudapi.net/public/documents/Woods_J..pdf).
2. An E-5 pleaded guilty before a military judge at a general court-martial of several offenses including one specification of rape of a child and three specifications of sexual assault of a child under Article 120b, UCMJ; one specification of possession of child pornography under Article 134, UCMJ; and one specification of obstruction of justice under Article 131b, UCMJ. The member was sentenced to a reduction to E-1, 15 years confinement, and a dishonorable discharge. For additional information, see:  
[stjececmsdusgva001.blob.core.usgovcloudapi.net/public/documents/Woodford\\_B..pdf](https://stjececmsdusgva001.blob.core.usgovcloudapi.net/public/documents/Woodford_B..pdf).
3. An E-4 was acquitted by members at a general court-martial of four specifications of sexual assault involving committing various types of sexual acts with two different victims. Note: For cases involving acquittal on all charges and specification, there is no additional publicly posted information available pursuant to U.S. Department of Defense Standards issued under 10 U.S.C. § 940a.

### **b. Military Administrative Action.** 68 enlisted members received administrative discharges.

1. 26 discharges were for involvement with drugs including the following substances:
  - a) 4 for cocaine;
  - b) 2 for codeine;
  - c) 1 for dimethyltryptamine (DMT);
  - d) 1 for fentanyl;
  - e) 18 for marijuana;

2. Seven discharges were for a pattern of misconduct. Under COMDTINST 1000.4A, Military Separations, members may be separated due to a pattern of misconduct when a member has two or more NJPs in a 2-year period. The following are instances where a member demonstrated a pattern of misconduct:
- a) A member went to NJP for failing to follow proper documentation procedures after administering medication to a patient. The member also misused the government charge card, made 95 unauthorized purchases, and failed to pay off the balance. Separately, the member failed to meet performance probation requirements.
  - b) A member went to NJP twice in three months. The first NJP was for going to a part of town that is off limits to people under 21 years old. The second was for failure to stand a proper watch.
  - c) A member received two NJPs in less than a 2-year period which included a history of insubordination, not following orders, and other documented misconduct occurring despite being given multiple chances to improve. Additionally, the member demonstrated they were unfit for continued military service based upon reports of harassment, drinking in a GV, inappropriate relationships, and providing false official statements.
  - d) A member was awarded NJP for insubordination, false official statements, and failure to pay debt. In a second NJP was for larceny after stealing items from the Exchange Express Mart. The member was also arrested for assault and battery of a family member, abduction by force, and strangulation.
  - e) A member was awarded 2 NJPs in a 4-month period. The first NJP was for a violation of UCMJ Article 134 for conduct prejudicial to good order and discipline when he committed an inappropriate act in his roommate's shampoo bottle. The second NJP was for a violation of Article 92, failure to obey an order or regulation, when he slept through watch.
  - f) A member received NJP on two separate occasions within a 3-month period. Both incidents involved violating Article 92, failure to obey an order or regulation, for failing to report to watch. The member was also habitually late to work prior to NJP. The member was on performance probation to try to correct the deficiencies and had received extended qualification deadlines.
  - g) A member was awarded NJP for a violation of UCMJ Article 128 for assaulting multiple crewmembers and for gesturing in a sexual manner. A second NJP involved violations of Articles 92, failure to obey an order or regulation, and 95, offenses by sentinel or lookout, for sleeping while on watch multiple times, including an instance as a detainee watchstander during which he failed to maintain positive control of a baton and pepper spray by removing his law enforcement belt within reach of detainees.

3. 34 discharges were for Commission Of a Serious Offense (COSO).
  - a) Four administrative separation boards discharged members for COSOs. The members were entitled to appear before a board either because they had over 8 years of service or because the Command sought an OTH discharge. The results of the four boards were as follows:
    - 1) An E-4 was reported to have made unwanted sexual advances toward a 17-year-old involving the use force to remove her clothing and then use his penis to penetrate her vagina and anus without her consent. A state criminal charge pends trial. The command initiated administrative separation proceedings, given the pending state proceedings. The command sought a characterization of discharge under Other than Honorable Conditions (OTH). However, this characterization was not authorized, as the administrative separation board declined to approve it. Because the Board failed to approve the OTH, the Final Reviewing Authority separated the member for misconduct based upon a violation of Article 120 of the UCMJ for rape with a General (Under Honorable Conditions) characterization of service.
    - 2) An E-5 was awarded an alcohol incident for driving while under the influence with minors in the vehicle when he had a minor accident. The member failed field sobriety tests and refused a breathalyzer. The action of the Final Reviewing Authority was to separate the member for misconduct due to a COSO based upon a violation of Article 113 of the UCMJ for drunken or reckless operation of a vehicle, with an Honorable characterization of service.
    - 3) An E-6 was reported to have committed a sexual act upon the victim by intentionally touching her vulva underneath her underwear; and at the time of the sexual act the victim had not attained the age of 12 years. Due to a determination that the admissible evidence would probably be insufficient to secure a conviction at trial, the command initiated administrative separation proceedings, seeking a characterization of discharge under Other than Honorable Conditions. However, this characterization was not authorized, as the administrative separation board declined to approve it. The Action of the Final Reviewing Authority was to separate the member for misconduct due to a COSO for violating Article 120b of the UCMJ for rape of a child with a General (Under Honorable Conditions) characterization of service.

- 4) A E-6 was awarded a second alcohol incident for operating their Vespa motorcycle without a license and colliding with a parked car outside their residence. The member was arrested for DUI. The Action of the Final Reviewing Authority was to separate the member for misconduct due to a COSO for violating UCMJ Article 113, drunken or reckless operation of a vehicle, with an Honorable characterization of service.
- b) The remaining 30 separations for COSOs were cases where the member did not appear before an administrative separation board and included:
- 1) Demonstrated inability to follow orders, report for duty on time, wear a proper uniform, follow rules and regulations, respect authority, and communicate effectively;
  - 2) Communicating threats toward another member while brandishing a knife directed at that member;
  - 3) Speeding, failure to maintain lane, and reckless driving resulting in arrest and driving while intoxicated charges;
  - 4) Willful dereliction of duty, failure to pay outstanding debts and lying about it, and failed performance probation;
  - 5) Arrest for speeding, reckless driving, operating a vehicle without care, disorderly conduct, failure to comply with directions of traffic control, failure to yield to blue lights and sirens, and refusal to submit to a breathalyzer;
  - 6) Failure to disclose information that would have prohibited enlistment in the CG, lying about qualifications at a previous unit, and lying about their date of marriage;
  - 7) Sexual harassment involving soliciting nude photos of shipmate via Snapchat and unacceptable and unwelcome comments that were severe and repetitive in nature, interfering with the victim's working environment;
  - 8) Tampering with a shipmate's belongings (i.e., pouring milk and sprinkling salt on bed and clothing, disconnecting the toilet and showerhead, poking holes in condoms), which, in the aggregate, created a hostile and offensive environment;
  - 9) Several instances of DUI arrests. One occurred after a major motor vehicle accident where the member's car was totaled; another occurred for impeding the flow of traffic and refusing a breathalyzer; and one involved law enforcement observing unusual driving, driving without headlights on, drifting out of the lane, nearly hitting a parked car and a nearly hitting a police car;
  - 10) An E-3 was reported to have wrongfully viewed child sexual abuse materials (CSAM). A commercial server detected the

activity and informed local law enforcement. The member made admissions to viewing the suspected material out of curiosity. Electronic exploitation of the members' digital devices did not find evidence of CSAM. State authorities declined to prosecute. The member was separated with a general discharge;

- 11) Alcohol consumption under the age of 21, trying to sleep in a designated detainee's rack, arguing with watchstanders, and vomiting in the YN office;
- 12) False official statements, documented integrity issues and unrelated, but repeated, issues with unsanitary habits;
- 13) A second alcohol incident where the member provided alcohol to underage members and pressured them to consume it; repetitive unwelcome sexual advances toward a co-worker, which created an intimidating and hostile work environment;
- 14) False statements regarding two motor vehicle accidents and traveling out of bounds on liberty without permission;
- 15) Willfully and repeatedly engaging in online written correspondence using indecent language to discuss incestuous and illicit sexual acts with minors under pseudonym usernames;
- 16) Falsifying PQS sign-offs and failing to complete assigned PQS within established timelines;
- 17) A road rage incident during which member displayed a handgun, causing another driver to fear for their life;
- 18) Failure to follow an EO's standing order, falsifying a security round sheet, and lying to a senior petty officer about completing a full security round;
- 19) Alcohol treatment failure;
- 20) Disrespect toward a superior petty officer by wrestling a member and requiring another member to provide a "kiss tax" to transit through berthing area and administering "birthday spankings" to other crewmembers onboard unit;
- 21) Excessive tardiness, failure to obey orders, disrespecting superior officers, and failure to report to duty;
- 22) Assaulting a shipmate while intoxicated and without instigation twice in the same evening;
- 23) Touching a fellow service member without their consent on the thigh and kissing that member on the lips.

c. **Relief for Cause:** None.

d. **State / Federal Court Actions:** None.

e. **Non-Judicial Punishment.** NJP was imposed a total of 106 times, under 17 specifications covering a wide range of UCMJ offenses. The total sum of

punishments included 20 reductions in paygrade, 1415 days of restriction, \$20,724 in forfeitures of pay, and 1292 days of extra duty. The following are examples of the three most frequent offenses charged in the second quarter of FY24:

1. Article 92 (Orders Violations)

- a) An E-6 engaged in sexually harassing behavior by making offensive comments involving a member's buttocks by attempting to place a picture of the members buttocks on a departing gift to another member. Awarded a reduction in paygrade to E-5.
- b) An E-6 engaged in an inappropriate relationship onboard a cutter and made false official statements during the investigation. Awarded a reduction in paygrade to E-5.
- c) An E-5 viewed explicit material on a government computer. Awarded a reduction in paygrade to E-4 (suspended for 6 months), \$500 forfeiture of pay, and 30 days of extra duty.

2. Article 121 (Larceny)

- a) An E-4 committed larceny at Walmart by stealing \$23.96 of Pokémon cards. Awarded a reduction in paygrade to E-3 (suspended for 6 months) and 30 days of extra duty.
- b) An E-3 committed larceny on three separate occasions totaling \$4.78. Awarded reduction in paygrade to E-2, \$50 forfeiture for 1 month, 45 days of restriction, 45 days of extra duty.
- c) An E-3 committed larceny by stealing personal items from other member's lockers to use for their own gain. Awarded 7 days restriction and forfeiture of \$553 (suspended for 6 months).

3. Article 134 (Disorderly conduct)

- a) An E-6 engaged in conduct of a sexual nature by striking a member's buttocks and making unwanted derogatory statements. Awarded restriction for 30 days, extra duty for 30 days, reduction in paygrade to E-5, and forfeiture of ½ months' pay (\$2095) for 1 month (suspended for 90 days).
- b) An E-5 was arrested for public intoxication after being found walking away from their vehicle following an accident. Awarded 7 days of extra duty, 7 days of restriction, forfeiture of \$390.

- c) An E-3 purchased the services of a sex worker. Awarded reduction in paygrade to E-2 (suspended for 6 months), 45 days of extra duty, and 45 days of restriction.

**Reserve Personnel.**

- a. **Reserve Officer Disciplinary/Administrative Action:** None.
- b. **Relief for Cause:** None.
- c. **Reserve Senior Enlisted Disciplinary/Administrative Action:** None
- d. **Reserve Junior Enlisted Disciplinary/Administrative Action:**
  - 1. E-4 separated for Misconduct for a COSO after member was arrested for DUI on two separate occasions in 2022 (not on duty) and failed to report both arrests. During both DUI cases, member was observed operating their vehicle in a dangerous manner. The BAC for the DUI arrests were .36% and .26%, respectively.
  - 2. Four members were discharged for involvement with drugs related to the use of THC.
- e. **Non-Judicial Punishment:** An E-6 used a water gun on a superior commissioned officer during colors. Awarded a reduction in paygrade to E-5.
- f. **Special Convictions/Line of Duty Determinations:** None.

**Civilian Personnel--Disciplinary/Administrative Actions:**

- a. A GS-14 was suspended for 90 days for conduct unbecoming. On several occasions between 2019 and 2021, this employee posted numerous messages on Facebook—while on duty and/or located in a USCG office building—that were directed at the success or failure of candidates for partisan political office and/or political parties.
- b. A GS-13 was suspended three days for conduct unbecoming. This employee sent multiple unwelcome messages to a subordinate employee via Teams, Facebook, and Instagram that were non-sexual in nature.
- c. A GS-12 was reprimanded for failure to follow supervisory instruction and unprofessional conduct displayed towards their supervisor during a Teams chat where they were combative and questioned the supervisor's authority.
- d. A GS-12 was suspended for 14 days for failure to follow supervisory instructions, lack of candor and absence without leave (AWOL).

- e. A GS-12 was reprimanded for failure to follow supervisory instructions.
- f. A GS-12 was terminated during their probation period for unacceptable conduct and performance after the employee used the government furnished equipment to search google.com for construction of explosive devices and advocacy of extremist causes.
- g. A GS-11 was reprimanded for reporting for duty late without authorization.
- h. A GS-7 was terminated during their probationary period for consistently failing to meet the performance requirements and responsibilities of the position.
- i. A GS-7 was reprimanded for engaging in harassing behavior towards a coworker when they referred to an African American coworker as “monkey in the middle.” The GS-7 employee has since retired.
- j. A GS-7 was suspended for five days for conduct unbecoming after they were observed watching pornographic material on a personal cellphone in their cubicle.
- k. A GS-6 was terminated during their probationary period for failure to demonstrate the capability to perform at the achieved expectations level in Core Competency 5 of their performance plan. Despite being counseled, the employee had an abnormally high error rate when performing routine maintenance tasks and failed to meet multiple deadlines, resulting in several critical errors.
- l. A WG-10 was reprimanded for an incident where a motorized scissor lift was run into the fuselage of a C-27J, resulting in damage.
- m. A WG-10 was terminated during their probationary period for conduct unbecoming after being overheard using obscene language towards other employees and criticizing their work on multiple occasions. On one occasion, this employee told a colleague that their work “looked like shit.”
- n. A WG-10 was reprimanded for unprofessional conduct after he texted his previous supervisor inappropriate messages about his displeasure regarding his leadership style.
- o. A WG-9 was reprimanded for being AWOL and failure to follow established leave procedures.
- p. A WG-8 was reprimanded for failure or delay in carrying out orders, work assignments, or instructions.
- q. A WG-5 was suspended for 10 days for misuse of a government issued credit card after they failed to pay their initial balance in full and thereafter missed payments.

- r. A WG-5 was reprimanded for failure to follow established leave procedures and reporting for duty after their scheduled start of duty without authorization.
- s. A WG-3 was terminated during their probationary period for inappropriate conduct after they failed to comply with the instructions of the guards at the security gate and proceeded to yell obscenities at them when not permitted to enter the facility.
- t. A WG -3 was terminated during probationary period due to the apparent smell of marijuana and reporting for duty in a manner not suitable for work.
- u. A WG -3 was removed for failure to follow established leave procedures and several instances of AWOL.
- v. A WG -3 was terminated during their probationary period for failure to follow instructions and failure to follow established leave procedures.
- w. A WG-1 was suspended for five days for inappropriate conduct after they vandalized a coworker's property by drawing images over it and burned a hole into the coworker's toolbox.
- x. A WG-1 was suspended for five days for inappropriate conduct after they built a box around a coworker's toolbox and vandalized it during the process.
- y. A WG-1 was terminated during their probationary period for performing duties without the proper personal protective equipment.
- z. A WL- 9 was reprimanded for disruptive behavior after the employee told a coworker to "get me coffee, bitch."