

GOOD ORDER AND DISCIPLINE

Fourth 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 fourth quarter of Fiscal Year 2024 (July, August, and September). 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.

I. Military Justice, Non-Judicial Punishment (NJP) under Article 15, UCMJ, and other administrative actions

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.

A. Commissioned Officers and Cadets.

a. Court-martial: None.

b. Military Administrative Action:

- 1) A Lieutenant was awarded a punitive letter of reprimand, forfeiture of two months' pay, and removed from primary duties as the Engineering Officer after being taken to flag mast for violations of UCMJ Articles 92 (Failure to Obey Other Lawful Order), 133 (Conduct Unbecoming an Officer), and 134 (Fraternization) for providing alcohol to underage junior enlisted, having them spend the night at the member's home, and inappropriately touching them without consent. CG PSC (opm) referred the case to a Special Board in which the Board of Determination (BOD), Board of Inquiry (BOI), and Board of Review (BOR) all found that the officer failed to establish that they should be retained and recommended removal from the Service. The Commandant concurred with the Board's recommendation and the member was involuntarily separated. Upon separation, the officer received an Under Honorable (General) characterization of service and a DD-214 Separation Program Designator Code indicating unacceptable conduct.
- 2) A temporary Lieutenant, permanent Chief Warrant Officer 3, was removed from primary duties as the Incident Management Division (IMD) chief after a Final Reviewing Authority determined that the member was in violation of Article 134 (Fraternization) where they repeatedly tried to pursue prohibited relationships with junior enlisted members of the unit, made inappropriate sexual comments, and created an unprofessional and unacceptable work environment. CG PSC (opm) referred the case to a Special Board in which the officer's temporary appointment was vacated and reverted to a permanent grade as a CWO3. Two subsequent Special Boards (CWO Suitability and Evaluation) recommended that the Commandant should involuntarily retire the member at the reduced grade of CWO2. The Commandant concurred with the Board's recommendation and the member was involuntarily retired. Upon separation, the officer received an Under Honorable (General) characterization of service and a DD-214 Separation Program Designator Code indicating unacceptable conduct.
- 3) A Lieutenant Junior Grade received a disciplinary OER for substantiated sexual harassment after entering a subordinate's home uninvited and expressing obsessive romantic feelings to the point where the Petty Officer felt threatened. Due to the severity and close working proximity to the subordinate, the officer was removed from primary duties as the Sector Intelligence Chief and transferred. CG PSC (opm) referred the case to a Special Board in which they recommended the member's commission be revoked. The Commandant concurred with the Board's findings and the member was involuntarily separated. Upon separation, the officer received an

Under Honorable (General) characterization of service and a DD-214 Separation Program Designator Code indicating unacceptable conduct.

c. Relief for Cause/Removal from Primary Duties:

1) All members cited above were removed from primary duties.

d. Non-Judicial Punishment (NJP). No NJPs to report this period, but see paragraph b.1 above.

B. Senior Enlisted.

a. Courts-martial: None to report.

b. Military Administrative Action:

1) An E-7 with over 17 years of service was discharged for commission of a serious offense for violating Article 113 (Drunken or reckless operation of a vehicle). The member failed to adhere to the Coast Guard's core values and policies and brought discredit to the Coast Guard with unprofessional demeanor and disrespectful attitude towards law enforcement, refused to submit to a breathalyzer, and failed to report the arrest to the chain of command. The administrative separations board recommended an Honorable discharge, and CG-PSC separated the member with an Honorable characterization of service.

c. Relief for Cause:

1) An E-8 Officer in Charge (OIC) was relieved for loss of confidence in judgment and ability to command based on unsatisfactory performance of duties resulting in an allision of a CG boat with a known uncharted and unlit structure. The OIC demonstrated a substantial disregard of duty that contributed to the mishap in that they had pre-existing knowledge of the structure and did not update the command approved standard routes/track lines and waypoints, did not label/identify the hazard to navigation on electronic charts within eNav, and did not take action to notify OPCON and other mariners of the hazard to navigation.

2) An E-7 Engineering Petty Officer was relieved for unsatisfactory performance based on failure to obtain required qualifications (recertify/certify as boat engineer and boat crew member) on unit assets as required by Commandant Instruction.

d. Non-Judicial Punishment (NJP): None.

C. Junior Enlisted.

a. Courts-martial: Two junior enlisted were convicted at court-martial

1) An E-5 pled guilty at a general courts-martial to violations of Article 128 (Assault consummated by a battery), Article 128b (Domestic violence), and Article 134 (Animal abuse). The charges alleged that the E-5 struck his spouse on the head with a notebook and his hand; that the E-5 wrongfully abused and caused the death of the spouse's animal which was of a nature to bring discredit upon the armed forces. The military judge sentenced the member to 38 months of confinement, reduction in rank to E-1, and a bad conduct discharge.

2) An E-5 was sent to a special court-martial for four specifications of Article 120 (Sexual assault). The charges alleged that the E-5 grabbed the penis and buttocks of another E-5 without the member's consent and also with the intent to gratify his own sexual desire. The charges further alleged that the E-5 touched the anus of a second E-5 without that member's consent and while the member was asleep, also with the intent to gratify his own sexual desire. After a contested trial, the panel found the member guilty of all charges. The E-5 was awarded a reduction to E-1 and a bad conduct discharge (the member did not receive confinement).

b. Military Administrative Action: 66 enlisted members received administrative discharges.

1) 21 discharges were for involvement with drugs including the following substances.

- a. 2 for cocaine;
- b. 1 for methamphetamine;
- c. 16 for marijuana;
- d. 1 for hallucinogenic mushrooms; and
- e. 1 nitrous oxide.

2) Three 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, 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-2 was awarded NJP twice within a three-month period. At the first NJP, the member was found to have violated Article 86 (Failing to go to assigned mess cook duties) and Article 92 (Failure to obey an order or regulation) for violating foreign port call liberty policy (e.g., buddy system) and curfew that was set forth by the command and the U.S. Embassy. At the second NJP, the member was found to be in violation of Article 86 (Absence without leave), Article 92 (Failure to obey and order or regulation), and Article 107 (False official statements). The member failed to go to assigned duties, failed to comply with extra military instruction and made false official statements to administrative investigators. The member received an Honorable discharge.

b. An E-2 was awarded NJP three times within a 24-month period. At the first NJP, the member was found to be in violation of Article 89 (Disrespect toward a superior commissioned officer) and Article 92 (Failure to obey an order or regulation). The member had wrongfully engaged in discriminatory conduct towards classmates and to the superior commissioned officer in command. The member was restricted to base for 45 days, given 45 days of extra duty, and reduced to pay grade E-1. At the second NJP, the member was found to be in violation of Article 86 (Absence without leave). The member received 5 days extra duty. At the third NJP, the member was found to be in violation of Article 107 (False official statements). The member admitted to not physically completing security rounds and gun decking daily ship's logs. The member was awarded forfeiture of half a month's pay for 30 days. The punishment was suspended for six months.

c. An E-3 was awarded NJP twice within a 12-month period. At the first NJP, the member was found to be in violation of Article 92 (Failure to obey an order or regulation) for consuming alcohol underage. The member was restricted for 20 days and given 20 days extra duties. At the second NJP, the member was found to be in violation of Article 134 (Conduct prejudicial to good order and discipline) when the member was found on watch condoning the consumption of alcohol by other watch standers. The member failed to intervene or challenge the alcohol consumption of the duty section during the watch. The member was restricted for 20 days and given 20 days extra duties.

3) 40 discharges were for commission of a serious offense (COSO) including two discharges for civil or foreign conviction.

a. Three administrative separation boards were convened for COSO and one administrative separation board convened for a civil or foreign conviction. Members may be entitled to appear before a board if they have over eight years of service or because the command recommended a discharge with an Other Than Honorable (OTH) characterization of service. The results of the boards are:

1. An E-4 was discharged with an Under Honorable Conditions (General) characterization of service in connection with assault of three minors and subsequent prosecution in state court. The member pled guilty to three counts of misdemeanor battery in the first degree for licking and biting the minor's thighs. He received one-year probation.

2. An E-5 was discharged with an other than Honorable (OTH) characterization of service for violating Article 120 (Sexual assault). The allegations involved a sexual assault of a shipmate during a port call in 2022 after the victim communicated a lack of consent. The Office of the Chief Prosecutor deferred the offense to the command for

administrative action consistent with the victim's stated preference. The command subsequently initiated separation proceedings for the member.

3. An E-6 was discharged with an Honorable characterization of service for violating Article 113 (Drunken or reckless operation of a vehicle). The member was arrested for driving while intoxicated. The member's BAC was 0.28 when found asleep in his vehicle after striking another vehicle in the opposite transit lane. There were no reported injuries and the member paid restitution for the vehicle damage. The member pled guilty in state court to a misdemeanor and was sentenced to 90 days in jail (10 days mandatory / 80 days suspended) and a \$500 fine. His license was suspended for one year.

b. 38 separations for COSOs did not appear before an administrative separation board (because they had less than 8 years of service or they waived their right to appear):

1. An E-5 demonstrated a pattern of failing to follow orders, adhering to policy, and performing at a level expected of a Second Class Petty Officer. The member disobeyed an order to return a laptop to the unit by the end of the workday; failed to adhere to the government travel charge card policy by amassing an overdue balance of more than \$6,000 and was found playing video games during the workday. The member was discharged with an Honorable characterization of service.

2. An E-6 was separated for violations associated with the arrest and subsequent prosecution by state officials for driving under the influence of alcohol. The member refused to take a field sobriety test during the traffic stop. At the police station, the member agreed to submit to breathalyzer test with readings of .15% BAC, exceeding the statutory limit for the state. Following release, the member was derelict in the performance of duties in failing to notify the command of the arrest. The member was discharged with an Under Honorable Conditions (General) characterization of service.

3. An E-5 engaged in the harassment of a commissioned officer over text messages while intoxicated. On numerous occasions they made unwanted advances toward the officer, despite consistent requests for them to stop. The member placed his hands down another shipmate's pants making contact with the vaginal area without consent. The member was discharged with an Under Honorable Conditions (General) characterization of service.

4. An E-4 violated Article 120 (Sexual assault) by causing contact between his mouth and the victim's vulva without consent and penetrating the victim's vulva and anus with his penis without consent. The member also violated Article 120 (Sexual assault) in a separate incident when they caused contact between his mouth and the victim's vulva without consent. The member was previously tried at a general court-martial and was acquitted of all charges. The member was subsequently discharged with an Under Honorable Conditions (General) characterization of service.

5. An E-6 was separated after being indicted in U.S. District Court for multiple counts of receipt and possession child sexual abuse material. During a search of the member's home by CGIS, local police department, and federal Homeland Security investigators, forensics agents discovered multiple files of violative material. After consulting with a military defense attorney, the member unconditionally waived the right to appear before an administrative separation board. The member was discharged with an Other Than Honorable (OTH) characterization of service, pled guilty in federal court, and was sentenced to eleven years confinement.

6. An E-4 was separated after arrest and subsequent prosecution by state officials for driving under the influence. The E-4 was arrested when a police officer observed the member driving after they were previously instructed by the same police officer to call someone for a ride home. The member refused a breathalyzer test. The member was discharged with an Under Honorable Conditions (General) characterization of service.

7. An E-2 violated Article 107 (False official statement) after witnesses observed the member cheating on the boat crew physical fitness test and the member lied to supervisors when confronted about the incident. The member previously lied about attending events to leave work early and about attending alternate worksites. The member was discharged with an Under Honorable Conditions (General) characterization of service.

8. An E-5 engaged in harassing behavior, specifically sexual harassment, by repeatedly placing the member's groin area and buttocks in close proximity to another crewmember. The member was discharged with an Under Honorable Conditions (General) characterization of service.

9. An E-4 engaged in harassing behavior, specifically sexual harassment when the member repeatedly inquired about another member's sexual past while on watch after having been asked to cease questioning multiple times. The unwelcome conduct was offensive and created a hostile work environment. The member was discharged with an Under Honorable Conditions (General) characterization of service.

10. An E-2 made repeated threats of bodily harm or death to his intimate partner and engaged in repeated instances of assault consummated by battery which resulted in observable injuries that were reported by state police to the Coast Guard. Charges were also filed against the partner for mutual battery. The member entered into a plea agreement for the state charges, was convicted, and received probation. The member was discharged with a Under Honorable Conditions (General) characterization of service.

11. An E-3 violated a lawful general order when they made unwelcome, offensive, and discriminatory remarks in the workplace about communities afforded protections under civil rights standards. The member was discharged with an Under Honorable Conditions (General) characterization of service.

12. An E-4 was separated for violations associated with the arrest and subsequent prosecution by state officials for driving under the influence. The E-4 was pulled over by police for crossing over double-yellow lines. The member failed a field sobriety test and refused a breathalyzer test. The member was discharged with an honorable characterization of service.

13. An E-3 violated Article 105 (Forgery) and Article 107 (False official statements). The member, with intent to defraud, altered multiple checks totaling \$28,656.92 and deposited the checks into his bank accounts. The member then falsely stated to CGIS agents that he did not deposit the fraudulent checks, but that he had reported fraud to the bank. Trial counsel recommended against court-martial charges given evidentiary issues associated with spoliation of electronic evidence. The bank, however, was able to recoup funds. The member was discharged with an Under Honorable Conditions (General) characterization of service.

14. An E-5 violated Article 128B (Domestic Violence – Simple) and Article 120 (Abusive Sexual Contact - Fondling). The member physically assaulted a civilian female and destroyed some of her personal property. State law enforcement declined to prosecute the

matter. During the subsequent CGIS investigation, a second victim reported being sexually assaulted (non-penetrative) by the member. The special trial counsel deferred the matter back to command after the first victim withdrew from participation in the case and the local authorities prosecuted the second set of allegations. The member was discharged with an Under Honorable Conditions (General) characterization of service.

15. An E-4 received a third alcohol incident in three months. The first alcohol incident was due to a pattern of concerning behavior in which local law enforcement was called to the member's residence five times for domestic disagreements with his spouse. The second alcohol incident occurred when the member was involved in a single-car accident while driving while under the influence of alcohol. The third alcohol incident occurred when the member did not report for duty on time and was found in his apartment with a strong odor of alcohol emanating from them and an admission to drinking. The member was discharged with an Under Honorable Conditions (General) characterization of service.

16. An E-3 was arrested and arraigned by state officials for physically assaulting his girlfriend. The member pled guilty in state court to misdemeanor domestic assault (which also constituted a violation of Article 128(b) (Domestic violence)) and received probation. The member was discharged with an Under Honorable Conditions (General) characterization of service.

17. An E-3 violated Article 92 by engaging in conduct which constituted harassing behavior, specifically harassment due to unwelcome remarks that created an offensive and hostile environment when the member asked a shipmate if the shipmate spent time at a house of prostitution and spread rumors about another shipmate taking medication for sexually transmitted diseases. The member was discharged with an Honorable characterization of service.

18. An E-6 engaged in conduct that constituted harassing behavior based on race. The member was heard by multiple people using a racial slur on the unit's mess deck. The member was discharged with an Under Honorable Conditions (General) characterization of service.

19. An E-3 violated Articles 92 (Failure to obey a lawful order or regulation) and 107 (Making false official statements). The member missed seven duty days and disrespected a Petty Officer during

informal counseling sessions regarding performance. The member was found asleep while on duty, and the watch station was left unattended. The member made false official statements to the administrative investigators, as well. The member was discharged with an Under Honorable Conditions (General) characterization of service.

20. An E-4 violated Article 121 (Wrongful appropriation) when they wrongfully withheld shipmates' personal property including a guitar with amplifier, a gaming console, and two televisions. The member also wrongfully withheld property valued at approximately \$3600 from a home furnishing store including a sectional couch set, a four-piece bedroom set, a bedframe, and a king size mattress. In each instance, possession was restored to the rightful owners. The member was discharged with an Under Honorable Conditions (General) characterization of service.

21. An E-3 exposed his genitalia to fellow service members without consent. Separately, he violated policy by repeating using slurs directed towards other service members. The member appealed the finding of a policy violation of prohibited harassment to the first flag officer in the chain of command. The finding was affirmed on appeal. The member was discharged with an Under Honorable Conditions (General) characterization of service.

22. An E-2 received a second alcohol incident when found to be drinking underage in single quarters with an unauthorized person living with them. The member had received a first alcohol incident less than four months prior for drinking and driving. The member was discharged with an Under Honorable Conditions (General) characterization of service.

23. An E-3 reported late for duty exhibiting behavior consistent with someone under the influence of alcohol and was administered a consensual breathalyzer test. The result revealed a .147 BAC. The member was found by the preponderance of the evidence to have operated a vehicle while under the influence of alcohol, having driven to work. The member was discharged with an Under Honorable Conditions (General) characterization of service.

24. An E-4 violated Article 128 (Assault consummated by a battery) when he unlawfully struck a shipmate in the shoulder by forcefully and intentionally "body checking" the member with his own shoulder on at least two occasions. This incident was a culmination of a series of

incidents during the previous year, which included aggressive driving and sending inappropriate, offensive, and disrespectful text messages to peers and subordinates. The member was discharged with an Under Honorable Conditions (General) characterization of service.

25. An E-3 received two alcohol incidents within a two-month period. The first alcohol incident occurred during a port call when the member returned to the ship drunk and assaulted a shipmate. During the investigation into the assault, the member was not truthful to the investigator. Additionally, a video recorded on the evening of the incident showed the member making disrespectful and derogatory comments towards a member of a protected class. The second alcohol incident was issued after the member was seen departing a local bar in a motor vehicle without headlights and running over a curb. The member was pulled over by law enforcement whereupon they discovered that the member's vehicle was not registered, he was noticeably drunk, slurred his words, and failed to satisfactorily perform field sobriety tests. The member was booked into jail and later released. Additionally, the member did not inform the chain of command of the arrest. The member was discharged with an Under Honorable Conditions (General) characterization of service.

26. An E-4 was discharged for misconduct associated with driving under the influence, subsequent arrest, and prosecution by state authorities. The E-4 was involved in a single car personal vehicle crash when they lost control of the vehicle causing it to roll and hit a tree. Both the member and a passenger were injured and sent to the hospital. The member was under the age of 21 and operating the vehicle under the influence of alcohol with a BAC of .18. The member was discharged with an Under Honorable Conditions (General) characterization of service.

27. An E-3 was separated for violations associated with arrest and subsequent prosecution by state officials for driving under the influence. After the member realized their vehicle was being pulled over, the member attempted to evade law enforcement while operating the vehicle recklessly, endangering the public and a passenger in the car. The member eventually stopped. No injuries were reported. The member was discharged with an Under Honorable Conditions (General) characterization of service.

28. An E-4 physically assaulted a shipmate and threatened serious bodily harm when the shipmate intervened to prevent the E-4 from

engaging in self-harm. The member was also awarded an alcohol incident because consumption was determined to be a causative factor, and the member drove under the influence. The member was discharged with an Under Honorable Conditions (General) characterization of service.

29. An E-4 engaged was discharged for violating a general lawful order prohibiting harassing conduct after the E-4 took photos of a shipmate without consent, persistently encouraged shipmates to drink despite knowing they were underage, and sent unprofessional messages to shipmates. Additionally, the member attempted to engage in unacceptable relationships with multiple crewmembers. Further, the member demonstrated a pattern of poor judgment and misconduct including abuse of alcohol, indebtedness, and inadequate support of lawful dependents. The member was discharged with an Under Honorable Conditions (General) characterization of service.

30. An E-4 violated Article 91(3) (Insubordinate conduct toward a Petty Officer) when they used inappropriate and offensive language in response to a Petty Officer's questions about leave plans. The E-4 also used threatening language towards a Chief Petty Officer during the same incident, putting both in reasonable apprehension of harm in violation of Article 115 (Communicating threats). The member also violated Article 128 (Assault consummated by a battery) by grabbing and dragging a roommate into a common area of the house. Lastly, the member violated Article 134 (Indecent language), when they used offensive and derogatory language in reference to an Air Force Medical Officer. The member was discharged with an Under Honorable Conditions (General) characterization of service.

31. An E-3 was separated for violations associated with arrest and subsequent prosecution by state officials for driving under the influence of alcohol after the member was pulled over for driving in the wrong lane of traffic with headlights off. The member had a 0.15 BAC and failed a field sobriety test. The member was discharged with an Honorable characterization of service.

32. An E-3 was separated for violations associated with the arrest and subsequent prosecution for driving under the influence of alcohol after the member was pulled over for traveling 92-mph in a 55-mph speed zone and switching lanes without using a turn signal. The member failed a field sobriety test and blew 0.12 BAC in a breathalyzer test. The member had engaged in previous misconduct while attending "A"

school and was given a fault disenrollment. The member was discharged with an Under Honorable Conditions (General) characterization of service.

33. An E-3 was found to have sexually harassed another crewmember when they admitted to several instances of making sexual comments and/or gestures that were repetitive, pervasive, and unwelcome. The member was discharged with an Under Honorable Conditions (General) characterization of service.

34. An E-5 was separated for violations related to arrest and subsequent violations for evading state police after the E-4 failed to stop for a routine traffic stop when signaled by police officers. He then evaded law enforcement officers with a wanton disregard for the safety of others by leading police officers on a prolonged high-speed chase on his motorbike. During the chase, the member reached speeds of 120 miles per hour, swerved in and out of traffic, failed to stop at a red light, and failed to use a turn signal when changing lanes. The evasion from law enforcement ended when he lost control of the motorbike. The member was discharged with an Under Honorable Conditions (General) characterization of service.

35. An E-4 violated Article 120(b) (Sexual assault), Article 120(d) (Abusive sexual contact), and Article 92 (Violation of or failure to obey a lawful general order). The member sexually assaulted another member by penetrating the member's vagina with his penis without consent, touched her breast, inner thigh, and vagina over the member's clothing with his fingers, all without consent. Lastly, the member encouraged or permitted underage alcohol consumption by subordinates on at least two occasions. The special trial counsel deferred the case, due to insufficient evidence. The member waived his right to an administrative separation board and was discharged with an Under Honorable Conditions (General) characterization of service.

36. An E-4 made repeated statements to roommates, who were shipmates, regarding self-harm and harm to others. The concerning behavior intensified, culminating in an incident where, after consuming alcohol, the member directly threatened to slit a roommate's throat and inquired where to purchase a knife. The member's actions created an intimidating work environment and were determined to constitute harassment. The member was discharged with an Under Honorable Conditions (General) characterization of service.

37. An E-2 displayed performance and behavior out of alignment with the Coast Guard's core values, when the member failed to conduct proper security rounds of the unit and reported late to watch. A substantiated harassment investigation also found hostile attitude, statements, and actions toward a fellow crewmember on the basis of gender. Furthermore, the member hoisted the national ensign upside down and failed to correct the mistake in a timely manner. The member was discharged with an Under Honorable Conditions (General) characterization of service.

38. An E-4 was separated for violations resulting from the arrest and subsequent prosecution by state officials for driving under the influence and damaging the property of another after the member was observed driving on the wrong side of the road, running other vehicles off the road, and nearly running over a pedestrian pushing a baby stroller. The member also had a BAC of 0.265. The member was discharged with an Under Honorable Conditions (General) characterization of service.

c. Relief for Cause:

1) N/A

d. Non-Judicial Punishment: NJP was imposed a total of 46 times for 30 different specifications covering a variety of offenses under the UCMJ. The total sum of punishments included 16 reductions in paygrade, 605 days of restriction, \$13,976 in forfeitures of pay, and 964 days of extra duty. The following are examples of the three most frequent offenses charged in the fourth quarter of FY24:

1) Article 86 (Absence without leave) (AWOL). Examples:

a. An E-4 received NJP for Article 86 (AWOL), Article 87 (Missing movement), and Article 92 (Failure to obey order or regulation), after the member was found to have overslept, resulting in absence from morning muster and a missed scheduled duty flight. The member was awarded eight days restriction, and forfeiture of one months' pay (suspended for six months).

b. An E-3 received NJP for Article 86 (AWOL), and Article 92, (Failure to obey order or regulation) after the member on numerous occasions failed to report to appointed place of duty and the time prescribed. The member was also found to be derelict in performance of duties by failing to follow direct orders from the supervisor to report on time. The member was awarded ten days restriction and ten days of extra duty.

c. An E-2 received NJP for Article 86 (AWOL) and Article 107 (False official statement) after the member, without authorization left during the workday and then lied to his supervisors about his location and the circumstances surrounding his departure. The member was awarded fourteen days restriction and fourteen days extra duty.

2) Article 92 (Failure to obey order or regulation). Examples:

a. An E-6 received NJP for Article 92 (Failure to obey order or regulation), Article 107 (False official statement), and Article 134, (Extramarital sexual conduct), after the member was found derelict in performance of duties for willfully failing to maintain an acceptable relationship with a junior petty officer and wrongfully engaging in sexual intercourse in various workspaces with a person the accused knew was married to a person other than the accused. When questioned by the investigating officer, the member provided a false official statement and falsely denied that a sexual relationship had taken place. The member was awarded a reduction in paygrade from E-6 to E-5, forfeiture of pay for one month, and thirty days of extra duty.

b. An E-5 received NJP for Article 92 (Failure to obey an order), Article 87 (Missing movement), and Article 95 (Offenses by sentinel or lookout) in that the member on was found sleeping on watch in homeport and on a separate occasion missed movement. The member was awarded 45 days restriction, 45 days of extra duty, and forfeiture of a half's month pay (suspended for 1.5 months, pending the completion of restriction and extra duties).

c. An E-4 received NJP for Article 92 (Failure to obey an order), Article 86 (Absence without leave), and Article 107 (False official statement) in that the member arrived at the ship after the expiration of liberty and appeared to be hung over. With the intent to deceive, the member denied consuming alcohol in an initial interview with the investigating officer and then later returned and confessed to consuming alcohol underage. The member was aware of the Coast Guard's alcohol policy regarding the prohibition of consuming alcohol under the age of 21 and willfully violated that policy on multiple occasions during the port call. The member was awarded 17 days restricted duty and 17 days of extra duty.

3) Article 107 (False official statements). Examples:

a. An E-5 received NJP for Article 107 (False official statement) and Article 82 (Soliciting commission of offenses), after falsifying underway times, altering unit logs, and asking station personnel to do the same. The member also questioned witnesses about statements to the investigating officer. Member was awarded a reduction to paygrade E-4, forfeiture of pay for 7 days, and extra duties for 14 days. Punishment was suspended for 6 months.

b. An E-4 received NJP for Article 107 (False official statement) and Article 92 (Failure to obey an order) in that the member used a fake ID to purchase alcohol. When questioned by the investigating officer, the member made a false official statement about having a fake ID, which the member later admitted to having in a subsequent interview. Member was awarded 14 days restricted duty, 14 days of extra duty, and forfeiture of pay for 3 days in which 7 days of both the restricted and extra duty as well as the forfeiture of pay was restricted for three months.

c. An E-2 received NJP for Article 107 (False official statement) in lying to a superior officer about how many consecutive days of duty the member stood. The false official statement was in connection with the members' alleged failure to abide by a unit instruction regarding standing duty. The member was awarded 10 days of restricted duty and 10 days of extra duty.

D. 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) There were four administrative separation boards for commission of serious offenses. 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 results of the boards were:

a. An E-6 was discharged for misconduct with an OTH for touching the private area of another male on two separate occasions without consent. The member also maltreated subordinates through deliberate and repeated objectively offensive comments via text communications that were sexualized and crude in nature. The Office of the Chief Prosecutor reviewed the case for possible prosecution and recommended against charges, due to evidentiary reasons.

b. Two E-6s were discharged for misconduct with an Under Honorable Conditions (General) discharge for violating a lawful general order. The member subjected subordinates to deliberate and repeated objectively offensive comments through text message communications of a sexual nature.

c. An E-5 was discharged for misconduct with an Under Honorable Conditions (General) discharge for violating a lawful general order. The

member repeatedly sent subordinates sexual and crude text messages that were deliberately and objectively offensive.

2) An E-4 was discharged for misconduct, commission of a serious offense with an Under Honorable Conditions (General) characterization after pleading guilty in state court to five counts of domestic violence (strangulation or suffocation), assault in the 3rd degree, and 3 counts of menacing. He was sentenced to a 14-month deferred sentence and was ordered to pay court fees.

3) An E-4 was discharged for misconduct, involvement with drugs an Under Honorable Conditions (General) discharge after testing positive for THC during random unit urinalysis.

4) An E-5 was discharged for misconduct, involvement with drugs an Under Honorable Conditions (General) discharge after testing positive for THC during random unit urinalysis.

e. **Non-Judicial Punishment: None.**

II. Civilian Personnel--Disciplinary/Administrative Actions.

The below listing is a summary of discipline/adverse actions taken involving civilian Coast Guard employees. The purpose of taking such administrative action is to correct unacceptable behavior in order to maintain an orderly and productive work environment. The circumstances surrounding each case are different and the action taken depends on the particular facts of the individual case, including mitigating and aggravating factors. Therefore, direct comparison of the below cases should not be made due to the many variables involved. Details of the circumstances surrounding the below listed actions are limited to protect individual privacy.

- 1) A GS-13 employee was reprimanded for unprofessional conduct after berating another employee for a mistake that she made. Specifically, this employee made several unprofessional comments exaggerating the employee's mistake.
- 2) A GS-13 was terminated during probation for failing to demonstrate that he could successfully complete the duties of his position. Specifically, after being trained and counseled regarding his performance deficiencies, this employee continued to exhibit difficulties in completing his assigned duties in accordance with the relevant guidance and Standard Operating Procedures (SOP).
- 3) A GS-13 was suspended for 14-days for failure to follow policy and lack of candor. Specifically, it was uncovered that this employee approved a subordinate employee to telework from a foreign country without the proper authorization and was untruthful during the investigation regarding approval of the international telework.
- 4) A GS-13 was reprimanded for inappropriate conduct. Specifically, this employee sent a supervisor several unprofessional emails and Teams chat messages such as, "this is stupid" regarding the supervisor's instructions.

- 5) A GS-11 was reprimanded for disruptive behavior. Specifically, this employee was observed by his supervisor approaching a colleague in a confrontational manner. The subject employee was also observed yelling loudly at the other employee about the quality of a work product.
- 6) A GS-12 was reprimanded for unprofessional conduct for using inappropriate language during conversations with other employees while in the workplace. Specifically, it was reported that this employee used profane insults towards others.
- 7) A GS-13 was terminated during probation for failing to demonstrate he could perform the duties of his position. Specifically, after being trained and counseled on providing accurate reports, this employee submitted several reports containing errors.
- 8) A GS-12 was suspended for 7-days for failing to safeguard PII. Specifically, this employee displayed a sheet containing personal identifying information on a wall in the office without consent, which multiple employees reported seeing.
- 9) A GS-12 was suspended for 3-days for unprofessional conduct. Specifically, this employee responded to a colleague requesting assistance by making comments to the effect of, "I don't know who's bright idea was..." to undermine the request.
- 10) A GS-12 was reprimanded for being Absent Without Leave (AWOL) for a total of five (5) hours on 3 different occasions.
- 11) A GS-12 was reprimanded for failing to follow instructions. Specifically, this employee worked from home after being instructed he could not telework on a specific date.
- 12) A GS-12 was terminated during probation after exhibiting several conduct issues. Specifically, this employee was involved in an altercation with his supervisor while on temporary duty assignment and was also detained by the police for public intoxication and disorderly conduct.
- 13) A GS-12 was reprimanded for failure to follow leave procedures and one day of AWOL. Specifically, this employee did not have pre-approved leave to cover his absence, nor did he request unscheduled leave prior to his absence.
- 14) A GS-11 was reprimanded for failing to adhere to a letter of requirement which established attendance parameters for this employee to follow. Specifically, after being issued the letter of requirement, the employee was late reporting for duty and meetings on multiple occasions.
- 15) A GS-11 was reprimanded for failure to follow leave procedures and AWOL. Specifically, this employee requested annual leave but did not secure approval from his supervisor prior to being absent from duty for the requested dates.
- 16) A GS-11 was suspended for 10-days for 5 specifications of disruptive behavior. Specifically, this employee reportedly yelled at his supervisor for not answering the phone and engaged in other unprofessional misconduct such as arguing with coworkers/supervisors about work assignments and kicking over a trash can during a disagreement.
- 17) A GS-11 was reprimanded for failure to follow instructions. Specifically, this employee was instructed to complete the necessary documentation to attend an upcoming training and failed to do so.

- 18) A GS-9 was reprimanded for engaging in unacceptable behavior. Specifically, this employee was reported to have made negative comments to multiple colleagues about her displeasure about the amount of leave her supervisor had been taking to deal with family issues.
- 19) A GS-9 was terminated during probation for failing to maintain regular attendance. Specifically, this employee had more than 8 unscheduled absences during 4 months of employment and failed to call in to request leave on two occasions.
- 20) A GS-7 was reprimanded for being Absent Without Leave (AWOL) for 15 minutes.
- 21) A GS-7 was removed for medical inability to perform the essential duties of her position.
- 22) A GS-7 was terminated during probation for exhibiting several attendance and conduct issues. Specifically, the employee had several unscheduled absences and when counseled on his attendance, the employee became combative with the supervisor.
- 23) A WG-10 was reprimanded for failing to pay authorized government travel card charges in a timely manner. After the account eclipsed 60-days of non-payment, he was issued the letter of reprimand for failure to pay just debt in a timely manner.
- 24) A WG-10 was reprimanded for failing to adhere to a letter of requirement which established attendance parameters for this employee to follow. Specifically, after being issued the letter of requirement, this employee reported for duty late on multiple occasions and failed to contact his supervisor prior to the start of his shift to report that he was going to arrive late.
- 25) A WG-10 was reprimanded for making a threatening statement regarding a colleague. Specifically, he stated something to the effect of, "I'll see him outside the gate eventually", amongst other comments.
- 26) A WG-10 was reprimanded for reporting for duty late without notifying his supervisor. This resulted in the subject employee being charged with one-hour of AWOL.
- 27) A WG-10 was removed for failing to adhere to the conditions outlined in his last chance agreement. Specifically, this employee was advised to refrain from any misconduct for a period of one year but was absent without leave on multiple occasions within that timeframe.
- 28) A WS-9 was reprimanded for engaging in conduct unbecoming of a supervisor. Specifically, it was reported that this employee made an inappropriate statement to a coworker by stating they would engage in salacious conduct with other people's spouses.
- 29) A WG-9 was reprimanded for unprofessional conduct. Specifically, this employee made unprofessional comments of a sexual nature about other employees in the workplace.
- 30) A WG-9 was reprimanded for disruptive behavior and failure to follow instructions after the employee was instructed to complete a workorder by his supervisor. This employee refused to complete the workorder as instructed and used profane and unprofessional language to a supervisor when doing so.

- 31) A WG-9 was reprimanded for failure to follow instructions and lack of candor. This employee was instructed to report to a specific jobsite to assist with a rigging project. He proceeded to assist with another on-site project without authorization and was untruthful when questioned about it.
- 32) A WG-8 was suspended for AWOL and lack of candor. Specifically, this employee volunteered to travel to another base to assist with a welding project. The employee did not report as scheduled and reported he worked 8 hours on the date in question.
- 33) A WG-8 was reprimanded for being 30 minutes late for duty without authorization.
- 34) A WG-5 was suspended for 4 days for being Absent Without Leave (AWOL) and Lack of Candor. Specifically, this employee reported for duty as scheduled, then left early, did not request leave, and reported the employee worked a full 8-hours on a timesheet.