THE COMMANDANT OF THE UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001

ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY STATEMENT

I am personally committed to ensuring our Coast Guard provides an environment that values and embraces the contributions and potential of every member of our work force and is free of all forms of discrimination and all harassment. Our mission success and core values require us to promote inclusion, equity and respect in all that we do. Illegal discrimination in any form violates these values and will not be condoned or tolerated, at any level.

Military members, auxiliarists, and civilian employees including Non-Appropriated Fund employees are forbidden to discriminate against any other military member, auxiliarist, civilian employee, applicant for employment, or anyone engaging in business with the Coast Guard on the basis of race, color, religion, national origin, gender (to include sexual harassment), or reprisal for engaging in protected EEO activity.

Coast Guard policy also forbids personnel from discriminating against auxiliarists, civilian employees including Non-Appropriated Fund employees and applicants for employment based on age, sexual orientation, disability, parental status, or genetic information.

Coast Guard encourages personnel to bring harassment or misconduct of a harassing nature to the attention of their supervisors or anyone in their supervisory chain. Alternatively, employees may seek assistance from their servicing Civil Rights Offices, Human Resources Offices, or any EEO Counselor. Coast Guard management officials must address claims of alleged inappropriate conduct of a harassing nature by ensuring that such claims are promptly and properly investigated. Whenever investigations find that claims are justified, managers must initiate disciplinary action. Any proven charge of harassment will result in disciplinary action, up to and including removal and the full spectrum of disciplinary options. The Coast Guard will not tolerate retaliation against any employee who reports harassment or who assists in any investigation regarding such a claim.

Every Commander, Commanding Officer, Officer-in-Charge, manager and supervisor is accountable for maintaining a work environment in which harassment is not tolerated and for taking proactive measures to prevent any form of illegal discrimination or harassment. I expect each employee to uphold standards of conduct that support this policy.

T. W. ALLEN
Admiral, U.S. Coast Guard