



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

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EQUAL OPPORTUNITY POLICY STATEMENT

As the Nation's oldest continuous federal sea service entrusted with providing maritime safety, security, and stewardship, we have a unique opportunity to lead the way in promoting and demonstrating a respectful and inclusive work environment. Establishing and guarding a workplace environment where everyone is respected and able to contribute is the best way to achieve mission excellence. I direct that all senior leaders, commanding officers/officers in charge, managers, supervisors, team leads, and anyone in a role that inspires or leads others will follow the below practices:

- Recruit, train, develop, promote, reward, retain, and deploy a skilled and diverse workforce who are treated in a fair and consistent manner.
- Ensure that opportunities in the Coast Guard are publicized to the widest extent possible to identify, from all areas of our country and all parts of our society, highly qualified applicants for enlistment, officer accession, civilian employment, and Auxiliary enrollment.
- Maintain a work environment free from incidents of unlawful discrimination, hate, and harassment of any kind. The Coast Guard must also be free of any reprisal or retaliation for participating in the Whistleblower Protection Act and other protected activities. Reprisal and retaliation are inconsistent with our Core Values and have no place in the Service. Guidelines for reporting and responding to unlawful discrimination and other prohibited behaviors can be found on the Coast Guard Civil Rights website: <https://www.uscg.mil/Resources/Civil-Rights/>
- Ensure that all Coast Guard members are educated about their rights and responsibilities under civil rights laws, regulations, and policies.
- Provide equal access to all benefits and privileges of employment to all civilian employees regardless of disability status.
- Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

The Coast Guard must remain steadfast in its support of equal opportunity. Every member of our workforce will be treated with dignity and respect without regard to race, color, national origin, religion, sex (including pregnancy, gender identity, and sexual orientation), age, disability, genetic information (including family medical history), marital status, parental status, political affiliation, military service, engagement in a protected Equal Employment Opportunity (EEO) activity, or any other basis protected by law. These principles form the basis of who we are.

LINDA L. FAGAN
Admiral, U.S. Coast Guard

