



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

JUN 12 2020

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

The Coast Guard is committed to providing a work environment free from discrimination and harassment of any kind. Our Core Values of *Honor, Respect, and Devotion to Duty* demand it, Federal law requires it, our men and women deserve it and expect it, and most importantly, our unit readiness and total mission success depend upon it.

Every member of our organization has the right to be treated with dignity and respect, without regard to race, color, national origin, religion, sex (including gender identity, sexual orientation, and pregnancy), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity/Equal Opportunity (EEO/EO) activity, Whistleblower activity, or any other basis protected by law and policy. We will proactively address any reports of inappropriate behaviors before they rise to the level of prohibited discrimination and before they significantly affect our people, their performance, or our maritime mission. The entire Coast Guard workforce will continue to receive mandatory EEO/EO training to ensure that all members know their rights and responsibilities in order to prevent, eliminate, and address workplace matters.

Coast Guard members who believe they have been subjected to unlawful discrimination, which includes harassment, reprisal for participation in EEO/EO/Whistleblower activity, bullying, hazing, or other disruptive behaviors, should report it promptly through their chain of command, their local civil rights service provider, the Department of Homeland Security, Office of the Inspector General (military), U.S. Office of Special Counsel (civilian), or other appropriate grievance forums. All complaints and reports will be processed swiftly, thoroughly, impartially, and through a process that protects privacy. For cases in which it is determined that discrimination or prohibited harassment has occurred, leaders and managers will take immediate and appropriate corrective action. Coast Guard Commandant Instruction M5350.4 series contains guidelines for addressing claims of discrimination and harassment. Members may obtain information at: <https://www.uscg.mil/Resources/Civil-Rights/>. Guidelines for addressing misconduct (i.e. hazing, bullying, and other inappropriate behaviors) are outlined in Coast Guard Commandant Instructions M1600.2 series for military and M12750.4 series for civilians.

Service readiness begins and depends on each and every one of us; thus, we resolve to keep our Service free of unlawful discrimination, bullying, hazing, or other disruptive behavior to ensure the Coast Guard is *Ready, Relevant, and Responsive* to all national and global challenges.

A handwritten signature in blue ink that reads "Karl L. Schultz".

KARL L. SCHULTZ
Admiral, U.S. Coast Guard