



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

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

Our Coast Guard is a woven fabric of people who hold our Core Values of *Honor, Respect and Devotion to Duty* in high regard. We are committed to a work environment free from discrimination, this includes harassment, of any kind. A workplace free from discrimination and harassing behaviors enables us to leverage our uniquely trained, empowered, and equipped people to effectively face our Nation's current challenges and prepare for future ones. Such a workplace allows the Coast Guard to be Ready, Relevant, and Responsive to the Nation's maritime needs.

Therefore, we will respect those we serve and those who serve with us. Every member of our workforce 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) activity, or any other basis protected by law and policy. We will commit to proactively addressing such unsuitable behaviors before they rise to the level of unlawful discrimination and before they significantly affect our people, their performance, and our missions. All Coast Guard members will continue to receive mandatory training that provides information on the EEO policies and procedures established to prevent, eliminate and address all forms of discrimination.

The Coast Guard Civil Rights Directorate's website contains guidelines for appropriately reporting and responding to incidents of unlawful discrimination and harassment at: <https://www.uscg.mil/Resources/Civil-Rights/>. Coast Guard members who believe they have been subjected to unlawful discrimination and/or harassment should report it promptly through their chain of command, the local Civil Rights or Human Resources Offices, or through other appropriate grievance procedures. All complaints and reports alleging unlawful discrimination and/or harassment will be processed swiftly, thoroughly, impartially and through a process that protects privacy. For cases in which it is determined that discrimination has occurred, leaders and managers will take immediate and appropriate corrective action.

Unlawful discrimination, including harassment, is incompatible with our Service's Core Values of *Honor, Respect, and Devotion to Duty*. We resolve to keep our Coast Guard free of such behaviors, to ensure we are Ready, Relevant and Responsive.

A handwritten signature in black ink, reading "Karl L. Schultz". The signature is stylized and cursive.

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