



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

EQUAL OPPORTUNITY POLICY STATEMENT

Our total Coast Guard workforce - Active Duty, Reserve, Civilian and Auxiliary – stands prepared to serve and protect; we are agile and nimble to address the Nation’s challenges; and we act with purpose and excel in mission execution. Remaining so requires a workplace where we value contributions that each team member brings and where we promote mutual respect and exercise equal opportunity for all.

Every member of the Coast Guard must actively work to identify and overcome our conscious and unconscious biases to sustain a motivated, highly capable workforce, dedicated to executing our challenging missions. Therefore, all leaders, managers, supervisors and team-leads must endeavor to follow the practices below to ensure Coast Guard’s continued success:

- Recruit, train, develop, promote, reward, retain and deploy a skilled and capable diverse workforce in a fair and consistent manner on the basis of merit.
- Ensure that Coast Guard employment opportunities 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 unlawful discrimination, or harassment.
- Provide reasonable accommodations for qualified applicants and employees with disabilities.
- Ensure all Coast Guard men and women are educated about their rights and responsibilities under applicable civil rights laws.
- Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

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 activity, or any other basis protected by law and policy. Failing to demonstrate these tenets conflicts with our Core Values and is unacceptable in our Coast Guard.

A handwritten signature in black ink that reads "Karl L. Schultz". The signature is stylized with a large, sweeping flourish at the end.

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