



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

EQUAL OPPORTUNITY JUN 12 2020 POLICY STATEMENT

The U.S. Coast Guard has an enduring and unfaltering responsibility to our Nation's people and our homeland. To maintain this trust, all members, military and civilian, must achieve and maintain the highest level of readiness in order to be ready to serve and protect Americans. Our workforce can only be *Semper Paratus* when everyone feels respected and included as a vital, contributing member of the Coast Guard team.

In order to remain and sustain a motivated, highly capable workforce, all Coast Guard members must demonstrate the highest level of mutual respect toward one another and promote a healthy work environment where everyone feels that they have an opportunity to excel. As such, it is my policy that all leaders, commanding officers/officers in charge, managers, supervisors, and teamleads must endeavor to follow the practices below to ensure the Coast Guard's continued success:

- Recruit, train, develop, promote, reward, retain, and deploy a skilled and capable 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 Service must also be free of any attempts at reprisal or retaliation for participating in the Whistleblower Protection Act. 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 men and women are educated about their rights and responsibilities under civil rights laws, regulations, and policies.
- Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

The challenges of the future are complex and uncertain, and the need for a *Ready, Relevant, and Responsive* Coast Guard has never been greater. To meet these challenges, we must treat every member of our workforce with dignity and respect without regard to race, color, religion, sex (including gender identity, sexual harassment, pregnancy, and sexual orientation), national origin, age, disability, protected genetic information, marital status, parental status, political affiliation, reprisal or retaliation. Failing to live up to these principles is wholly unacceptable and will not be tolerated in our Service.


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