



THE COMMANDANT OF THE UNITED STATES COAST GUARD

Washington, DC 20593

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## EQUAL OPPORTUNITY POLICY STATEMENT

The Coast Guard is committed to creating an inclusive organization that values diversity, equity, and respect. A strong workplace culture is essential to our mission success and to the well-being of our workforce. Building trust and promoting transparency are paramount to creating and sustaining a workplace that attracts and retains the best employees.

Global demand for the Coast Guard means we must attract a talented and equitable future workforce by implementing inclusive recruitment practices, promoting diversity, and ensuring equal opportunities for all. Senior leaders, commanding officers/officers in charge, managers, supervisors, team leads, and anyone in a role that inspires or leads others must:

- Recruit, train, develop, promote, reward, retain, and deploy a skilled and diverse workforce who are treated fairly and consistently.
- 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. Guidelines for reporting and responding to unlawful discrimination or 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.
- Ensure that all employees have the freedom to compete on a fair and level playing field.
- Provide equal access to all benefits and privileges of employment to all civilian employees regardless of disability or status.
- Accommodate employees' known limitations related to pregnancy, childbirth, or related medical conditions unless doing so would pose an undue hardship to the agency.
- Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

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, reprisal for engagement in a protected Equal Employment Opportunity (EEO) activity, or any other basis protected by law. The Coast Guard is at our best when we work together. We hold each other accountable, and we hold each other up. We must not waiver in upholding these principles.

A handwritten signature in blue ink, appearing to read "Linda L. Fagan".

LINDA L. FAGAN

Admiral, U.S. Coast Guard

