



THE COMMANDANT OF THE UNITED STATES COAST GUARD

Washington, DC 20593

SEP 27 2023

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

In our Coast Guard *everyone* is *always* entitled to a workplace free from discrimination or harassment of any kind. Unlawful discrimination and harassment degrade our readiness and mission performance, and deny our active duty, Reserve, civilian, and Auxiliary workforce the meaningful experience they deserve in service to the American people.

We all must have the courage to act if we observe any words or actions that do not align with our core values of Honor, Respect, and Devotion to Duty. Speaking up about even small deviations from our core values prevents unlawful discrimination or harassment from taking root in our workplaces. Throughout our history we have applied our principles of operations to successful mission execution; we must give our workplace climate the same transparency and attention as our operations.

Coast Guard members who believe they have experienced or witnessed unlawful discrimination, harassment, reprisal for participation in Equal Employment Opportunity/Equal Opportunity/Whistleblower or other protected activity, bullying, hazing, or other disruptive behaviors, should report it promptly through their chain of command; their local civil rights service provider; the Coast Guard Anti-Harassment Program Management Office; the Department of Homeland Security, Office of the Inspector General (military and civilian); U.S. Office of Special Counsel (civilian); or other appropriate grievance forums. All complaints and reports will be processed promptly, thoroughly, impartially, and using a process that protects privacy. When discrimination or harassment occurs, leaders and managers will take swift and appropriate corrective action. See Coast Guard Commandant Instruction M5350.4(series) for information on the discrimination complaint process. For harassing behaviors, including hazing, bullying, or other inappropriate conduct, see Coast Guard Commandant Instruction 5350.6(series).

The Coast Guard is devoted to an environment that promotes dignity, respect, fairness, and inclusion. These are essential to remaining always ready to *protect, defend, and save lives*.

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

LINDA L. FAGAN

Admiral, U.S. Coast Guard

