



U.S. Coast Guard

Civil Rights Directorate

Mr. Frank Gonzalez

DACOWITS Quarterly Business Meeting

Training: Sexual Harassment Prevention and Gender Discrimination

Sexual Harassment Prevention (SHP) Training

- Required annually
- Offered online or in-person training facilitated by Civil Rights Service Providers

Gender Discrimination Training

Civil Rights Awareness (CRA) Training

- Required triennially
- In-person training facilitated by Civil Rights Service Providers (~20,000 annually)
- Covers discrimination & harassment based on all protected groups

Senior Executive Leadership Equal Opportunity Seminar

- Modules on SHP and Gender Discrimination are included in this Executive Seminar for new Flag Officers, Senior Executive Service members, and Command Master Chiefs

Anti-Harassment Policy

- Addresses all harassing behaviors, including sexual harassment
- Included in SHP and CRA training



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