

Congress of the United States
House of Representatives

COMMITTEE ON OVERSIGHT AND REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5051
MINORITY (202) 225-5074
<http://oversight.house.gov>

January 6, 2020

Vice Admiral Michael McAllister
Deputy Commandant for Mission Support
U.S. Coast Guard
2703 Martin Luther King, Jr. Avenue, S.E.
Washington, D.C. 20593


Dear Vice Admiral McAllister:

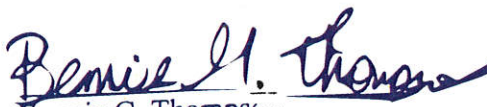
Enclosed are questions that have been directed to you and submitted for the official record for the hearing on Wednesday, December 11, 2019, titled "Righting the Ship: The Coast Guard Must Improve Its Processes for Addressing Harassment, Bullying, and Retaliation."

Please return your written responses to these questions by Friday, January 17, 2020, including each question in full as well as the name of the Member. Your response should be addressed to the Committee office at 2157 Rayburn House Office Building, Washington, D.C. 20515. Please also send an electronic version of your response by email to Elisa LaNier, Chief Clerk of the Committee on Oversight and Reform, at Elisa.LaNier@mail.house.gov.

Thank you for your prompt attention to this request. If you need additional information or have other questions, please contact Elisa LaNier, Chief Clerk, at (202) 225-5051.

Sincerely,


Carolyn Maloney
Chairwoman
Committee on Oversight and Reform


Bennie G. Thompson
Chairman
Committee on Homeland Security

Enclosure

cc: The Honorable Jim Jordan, Ranking Member
Committee on Oversight and Reform

The Honorable Mike Rogers, Ranking Member
Committee on Homeland Security

**Questions for Vice Admiral Michael McAllister,
Deputy Commandant for Mission Support
U.S. Coast Guard**

Questions from Chairman Bennie G. Thompson

December 11, 2019, titled "Righting the Ship: The Coast Guard Must Improve Its Processes for Addressing Harassment, Bullying, and Retaliation."

1. The Department of Homeland Security (DHS) Office of Inspector General's (OIG) December 2018 report provided the Coast Guard with four recommendations on how to address disparities in how the service handles allegations of harassment and bullying. The Coast Guard has implemented three of the recommendations.
 - a. By what date will the remaining recommendation be implemented?
 - b. In addition to implementing the IG's recommendations, what additional steps has the Coast Guard taken to improve its processes for investigating allegations of harassment?
2. On December 11, 2019, the Committees on Homeland Security and Oversight and Reform released a joint staff report finding that the Coast Guard mishandled complaints of harassment and bullying. The report provided seven recommendations, and you agreed with the recommendations in concept. How does the Coast Guard plan to implement these recommendations, and by what date will each recommendation be implemented?
3. The anti-harassment policy set forth in the current Civil Rights Manual in effect at the Coast Guard, which was issued in May 2019, states: "Investigators/fact-finders assigned to conduct inquiries must have received Civil Rights and Civil Liberties approved training in investigating, interviewing, report writing, and investigating harassment allegations, including the legal requirements for claims of harassment." However, according to information provided to the Committees by the Coast Guard, the training referenced in the Civil Rights Manual "is still under development," and no one has been trained to conduct such investigations.
 - a. When will training be approved and available to train Coast Guard personnel?
 - b. When will the referenced trainings begin to occur?
 - c. How will these trainings be administered? Who will be in charge of administering these trainings?

- d. When will investigations of allegations under the Anti-Harassment and Hate Incident policy begin to be conducted by individuals who have completed the approved training? Will there be a time period during which investigations are conducted by both individuals who have completed the approved training and individuals who have not been trained? By what date will investigations be conducted only by individuals who have completed the approved training?
- 4. What, if any, actions has the Coast Guard taken to clarify the standards that convening authorities must use when reviewing an investigative report and determining whether harassment and bullying has occurred?
- 5. What, if any, actions has the Coast Guard taken to identify the specific individuals with whom a convening authority may consult prior to issuing a written final action memo regarding allegations investigated under the Anti-Harassment and Hate Incident policy?
- 6. The Coast Guard's *Strategic Vision for the Coast Guard Academy* mentions the creation of the DCMS-Deputy for Personnel Readiness (DPR) position, whose responsibility is the oversight of the Human Resource directorate, Force Readiness Command, and the Coast Guard Academy. The *Strategic Vision* also includes the creation of a Coast Guard Academy Program Manager position within the Mission Support organization.
 - a. Will these roles require a background in human resources, EEO, civil rights, and/or diversity and inclusion?
 - b. If individuals in these roles do not have such backgrounds, how will you ensure that they will be successful in executing the duties of these roles?

**Questions for Vice Admiral Michael McAllister,
Deputy Commandant for Mission Support
U.S. Coast Guard**

Questions from Rep. Jody Hice

December 11, 2019, titled "Righting the Ship: The Coast Guard Must Improve Its Processes for Addressing Harassment, Bullying, and Retaliation."

1. The Coast Guard is charged with protecting almost 100,000 miles of coastline, hundreds of seaports and thousands of marine terminals. And while it does a tremendous job, that is still a demanding mission, especially when it comes to defending against criminals attempting to cross our borders.

For instance, in 2019, the Coast Guard seized 208 metric tons of cocaine, with a street value of roughly \$6 billion, 63-thousand pounds of marijuana, 278 kilograms of methamphetamine, and 4 kilograms of heroin.

Q: Can you discuss the role the Coast Guard plays in drug interdiction and trafficking?

2. In carrying out that work the Coast Guard detains hundreds of suspected drug smugglers.

Q: Can you offer us some insight into what possible soft spots they may be prodding and what Congress can do to help you shore up our defenses?

3. President Trump has recently expressed his desire to combat cartels on our Southern border.

Q: Have the cartels exploited our coastline in carrying out the business of their criminal enterprise?

Follow-up: How do we stop that? How can Congress help?

4. The Coast Guard also plays a key role in prohibiting migrants from entering the country illegally.

Q: Can you explain the role the Coast Guard plays in preventing migrants from illegally entering the U.S. and what other government agencies it has been working with in these efforts?