

United States Senate

WASHINGTON, DC 20510

120 HUYSHOPE AVENUE
SUITE 401
HARTFORD, CT 06106
(860) 549-8463

<http://murphy.senate.gov>

June 28, 2019

Admiral Karl Schultz
Commandant
U.S. Coast Guard Headquarters
2703 Martin Luther King Drive Ave SE
Washington, DC 20593

Admiral Schultz,

I am writing in reference to our meeting on December 12th, 2018 to discuss OIG Whistleblower Retaliation Investigation (W17-USCG-WPU-16018) and other reports of bullying, harassment and retaliation at the United States Coast Guard Academy (USCGA). Senator Blumenthal, Congressman Courtney and I appreciated your commitment six months ago to take these issues seriously. However, I remain troubled that in the intervening months a stronger response has not come from your office. I firmly believe that more is required to reform the climate of the USCGA and how the United States Coast Guard (USCG) handles allegations of bullying, harassment and retaliation. In the six months since our meeting, I have not received any written documents from the Coast Guard regarding the Congressional requests made at the meeting. To that end, I write to reaffirm my understanding of the steps you committed the USCG would take, and to address additional issues at the USCGA that have been brought to my attention in the last six months.

I firmly believe that the Complainant in the OIG report deserves to receive an official written apology from the Coast Guard for the harassment, misleading statements and retaliation she endured from her Department Head at the USCGA. It is clear that the USCGA leadership did not initially investigate the claim appropriately and ignored the recommendation for a full administrative investigation of the complainant's allegations. At our meeting in December, you committed to review additional punitive proceedings against the former Department Head and report back to us. To date, I have received no response from your office regarding this matter.

In the intervening months, I have been informed by members of the USCGA that there is a "disturbing pattern of mistreatment of female faculty and staff, as well as the failure of leadership to take adequate or appropriate measure to address egregious situations." In addition, I have received allegations that a number of female civilians, officers and enlisted personnel feel that they have been driven out of the USCG and USCGA due to the "toxic climate they endured as women." It is clear to me that this OIG report was not an isolated incident, and that more proactive effort must be taken to ensure incidents of harassment and bullying never occur again

FOR OFFICIAL USE ONLY

at the USCGA. To date, I have received no additional documentation of other allegations of bullying or harassment that you committed to sharing with our offices at the meeting.

Finally, we discussed the underrepresentation of minority and female faculty at the USCGA and I appreciated your commitment to make this a priority for the USCGA. I strongly request that as Commandant, you continue to give a higher priority to addressing and reforming the way that the USCG handles complaints of bullying, harassment and retaliation, especially against female and minority members of the USCG. Please provide my office with all actions taken at the USCGA in response to this OIG report and any actions to reform the future handling of complaints of bullying and harassment at the USCGA.

I am extremely proud to represent the Coast Guard Academy and the thousands of men and women who serve in the Coast Guard in Connecticut, but we cannot allow these incidents of bullying, harassment and retaliation to be tolerated in the future. As I await your reply to my concerns, please know I commit to working with you to strengthen and empower the United States Coast Guard and United States Coast Guard Academy for decades to come.

Sincerely,



Christopher S. Murphy
UNITED STATES SENATE