

# Maintaining an Environment of Respect Aboard Ships

## (MERAS) Committee

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# Establishing and maintaining a welcoming environment (examples of plan elements)

## 1. Define terms and create codes of conduct

- What does 'diversity', 'inclusivity', and 'equity' mean to you or your team?
- What are acceptable and unacceptable behaviors in your workspace and how will you be accountable?

## 2. Review documents, websites, and forms for gendered or exclusionary language

## 3. Revisit what is public versus confidential information

- Name in use for public documents and protecting passport information as confidential

## 4. Have a mechanism for cruise participants to have berthing consideration

discussions respectfully for any of their needs or concerns.

## 5. Provide menstruation product machines and supplies onboard and publicly post

your pregnancy and lactation accommodations.



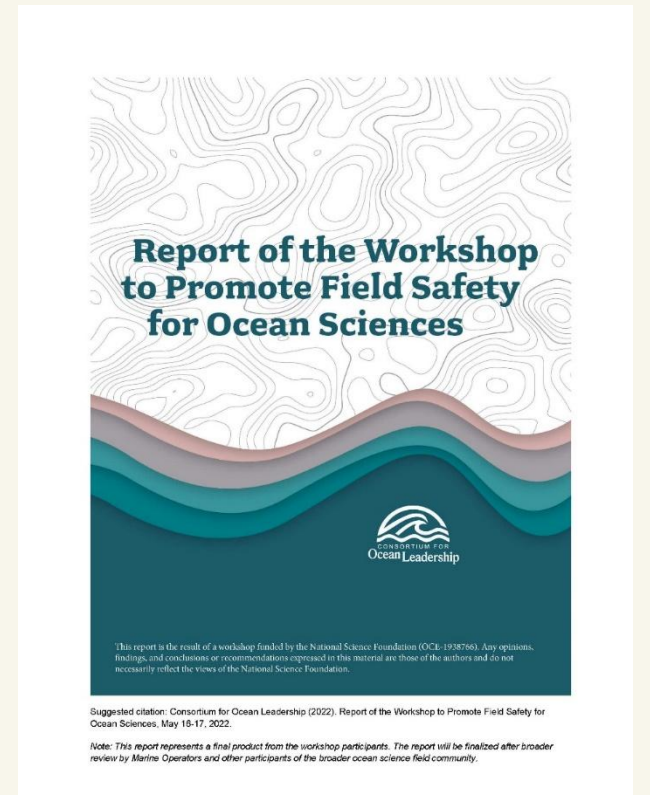
# Developing Field Safety Standards and Guidelines

Standards apply to everyone onboard the ship.

Being out at sea in an isolated environment where living and working together 24/7 can make it difficult to set professional boundaries. This is where preparation and training can come in to shift this culture.

Have a toolkit to feel more confident when going into situations.

The responsibility to prevent violence is on the community - not on an individuals.



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## MERAS is Assembling Materials to Aid in Developing Safety and Inclusion plans.

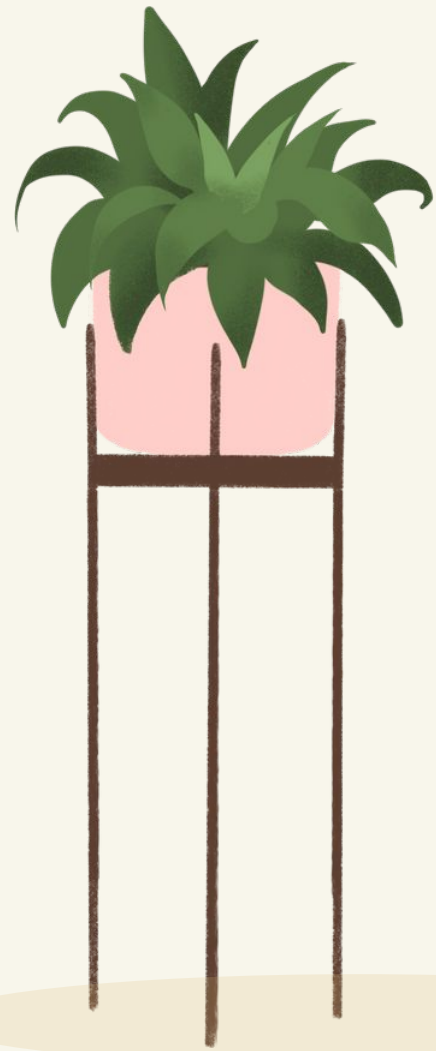
Training slides from the OSU Marine Tech Group Bystander Intervention training on Google Drive [at this link](#).

Shared resources, training materials, and guides on [Google Drive](#)

### **Proposal & Award Policies & Procedures Guide (PAPPG)**

Available Formats: [HTML](#) | [PDF](#)

Please email [emily.shimada@oregonstate.edu](mailto:emily.shimada@oregonstate.edu) if you have any questions or if there are any issues accessing materials.



# Goals for Field Safety and Inclusion



**Find ways to motivate and support each other in our efforts and share and implement strategies, tools, and resources at the institutional and UNOLS Council levels as we come across them.**

**Everyone is going to be at a different place in their diversity, equity, justice, and inclusion learning and comfort level and that is okay, but we want to minimize people feeling helpless on where to begin or disheartened by slow progress.**

**It is important to recognize the environment we have and reflect on the equitable community we want to build. a safe, accountable, respectful, and fun environment that people want to come back to and that everyone has a genuine interest in being and working in.**

**We need leadership within UNOLS Council and at our institutions to be an active part of this effort of prioritizing DEI strategies and work safety by dedicating support, time, and resources for sustainable change. This should not be a burden or responsibility for any individual or groups to do alone.**

