



Gender Climate at Sea

Update on Voluntary On-Line Training and
Implementation Strategies



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Gender Climate at Sea – Kenneth Coale/Jon Alberts/Annette DeSilva

- We have reviewed the on-line training courses on sexual harassment prevention offered by WorkPlace Solutions
- Implementation strategy is :
 - ❖ Committee selected WorkPlace Solutions training course: “Unlawful Harassment Prevention”
 - ❖ Modify the introduction to customize it for the UNOLS Fleet, addressing intensity of working at sea, etc.
 - ❖ Allow Marine Supts. to view course as a pilot program
 - ❖ Determine how many licenses are needed and who would act as Administrator.
 - ❖ Collect feedback and summarize the findings and get back to Workplace Answers with more concrete suggestions to customize for UNOLS fleet.
 - ❖ Work with Workplace Answers to customize a program if needed.
- **The estimated cost is about \$15 per training session**



Unlawful Harassment Prevention

Course Topics

- ❖ Federal and State Laws
- ❖ Application- apply to all employees in all industries
- ❖ Definition of what is Sexual Harassment
- ❖ Scenarios and questions presented in online forms
- ❖ Practical Harassment Prevention Strategies
- ❖ Organizations legal responsibilities