

# Gender Climate at Sea

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



# Workplace Answers

## To Do-

- Write the one-page UNOLS lead-in slide
- Set up a Learning Management System- They recommend one account set up under UNOLS name to allow us to track who takes the course, keep the cost down, and eliminate extra client contracts. This would put the financial burden on the UNOLS Office.