

# **Gender Climate at Sea Project**

## **RVOC Update- April 2012**

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- UNOLS approved to begin a Pilot Program with Workplace Answers [www.workplaceanswers.com](http://www.workplaceanswers.com)
- Contract in place with WorkPlace Answers for online training course: “Unlawful Harassment Prevention”
- Letter sent on 30 September to Marine Superintendents requesting up to (6) staff to participate.
- Pilot Program will be 100 participants, (6 from each institution)
- Modified the introduction to customize it for the UNOLS Fleet, addressing intensity of working at sea, etc.
- Collect feedback and comments on content, suggested scenarios and recommendations for improvements.
- Work with Workplace Answers to customize a program if needed.
- Individual Institutions may establish contract with WorkPlace Answers

# **Unlawful Harassment Prevention**

## **Course Topics**

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



## **To Date-**

- Pilot Program completed- 100 participants
- Collected feedback from operators
- Modify training for at sea scenarios is needed
- Identify other online training source
- Encourage full participation of marine ops staff, crew, technicians, scientists.



## **Gender Climate Feedback- Content**

- Consensus was that the session was too long and went into too much detail
- Slides just seem too far from ship situations and really not useful.
- Crossword puzzle was an additional aggravation at the end of a long presentation.
- Perhaps a narrator could be used throughout the presentation.
- Content was very similar to other university programs and one operator stated their course was longer and more complete.
- University course had more relevant, real life situations.

## Feedback

### Scenarios .

- Course scenarios need to be ship specific. Needs an acknowledgement that ships, unlike an office environment, are confined spaces in which it is impossible for individuals to get away from each other
- One of the things about the research fleet that is certainly different from the normal business setting is the number of potential cultural flashpoints. This would be an issue that works both ways. Not only an American crew member being considerate of different cultural norms but foreign-born cruise participants being considerate of American cultural norms.



## Feedback

### Comments

- Course was “dumbed” down
- Course was too repetitive
- Course was “cookie cutter” and “boiler plate”
- Don’t care for the cute animations
- Course was too generic while our university course is very specific.
- Course is okay if operator has nothing else to offer
- Crossword puzzle scenario was very user-unfriendly

## Feedback

- Need a link to each individual operator's harassment policy
- This training took about 50 minutes. If the expectation is embarking scientists will take this training during a mobilization day, I do not believe any scientist will indicate they have that time available during the busy schedule.
- Not specially tailored to sea-going mariners
- We could give real life examples of the difficult sexual harassment situations that might be encountered at sea
- Bandwidth for this training may be an issue
- In shore-based settings, employees have access to resources unavailable to most crew or scientists at sea. For instance, in many occasions, the preferred answer is to report the problem to the HR department. At sea, there is no such department
- We need to re-think the reporting structure to indicate Chief Scientist, Party Chief, or Captain as contacts that should be involved in a reporting structure. This should be considered in many examples given in the training. The reporting of problems should also become part of the pre-cruise briefing.