

# Gender Climate at Sea Project

Council Update- October 2012

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- UNOLS ran a Pilot Program with Workplace Answers [www.workplaceanswers.com](http://www.workplaceanswers.com)
- Online training course: “Unlawful Harassment Prevention”
- Pilot Program ran with 100 participants, (~6 from each UNOLS institution)
- Collect feedback and comments on content, suggested scenarios and recommendations for improvements.

# 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
- Organization's 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, too much detail.
- Slides just seemed too far from ship situations and really not useful.
- Content was very similar to other university programs and one operator stated their course was longer and more complete.
- 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.

# Feedback

- Course scenarios need to be ship specific. Need 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.

# Next Steps ?

- Research other agencies with existing training material, Coast Guard, Navy, NOAA, commercial sources.
- Develop a custom training film through a maritime training center. May be too costly.
- Rely on individual institutions to conduct refresher training within their existing human resource depts.