



University-National Oceanographic Laboratory System ~UNOLS~

UNOLS Ad Hoc Committee Privacy- Pregnancy-Harassment





Members:

Clare Reimers/OSU

Bruce Appelgate/SIO

Debbie Steinberg/VIMS

Scott Ferguson/UH

Chris Measures/UH

Brandi Murphy/UW

Assisted by: Jon Alberts & Alice Doyle/UNOLS



Actions completed to date:

Survey of all UNOLS ship operators, gathering information on procedures and policies regarding medical history forms, pregnancy and nursing mothers policy, and harassment preventions procedures.

MTS Sexual Harassment Prevention Video- This video is on board the ships.

UNOLS home page banner titled: “ Discussing the Gender Climate at Sea”. With links to: UNOLS Power Point on Harassment Prevention Links to pertinent articles, document MPOWIR (Mentoring Physical Oceanography Women to Increase Retention, Nature Article Julia O’Hearn Article, Interview with Dr. Lisa Beal and Captain Kent Sheasley/R/V Armstrong

UNOLS Research Vessel Safety Standards- 10th Ed. Chapter 6- *Personal Behavior and Individual Safety*. Also Appendix E- *Harassment Prevention*.



Guidelines and Recommendation Document, dated August 11, 2016, ver: 3 Distributed

Main Points of Document

- Importance of Operator's Policies – readily available
- Types of Documents Collected and purpose for collection
- Importance of security in handling, storage, and disposal
- Pregnancy Policy and accommodations for nursing mothers with examples from US Navy, US Coast Guard, and Cruise Lines
- Harassment Prevention and Importance of Harassment free workplace
- Tools available, Guidelines and Suggestions on how to handle situation



Next Steps

Track Federal Agency Plans

Collect Title IX Contact Information for all institution

Question for the Council. Transition from an Ad Hoc to Standing Subcommittee?



Reporting and Investigation Procedures Flowchart for Students

