REIF – Respect and Equality in Field Work
Preliminary Ship-centric Ideas

Training Gaps

Cruise-side
- Pre
- During
- After

Shoreside/Institution/on-going

UNOLS? role

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Training Gaps

Navigating the official stuff

Three roles - harasssee, harasser, bystander

**Sensitivity training**
- how to be alert to/ recognize the issue
- “implicit bias”, pre-conceived perceptions
- impacts of certain behaviors (e.g., repetitive belittling)
- leading by example

**How to deal with it**
- how to deescalate
- how to discuss difficult situations
- how to intervene

**Assertiveness training**

**Examples**
- in THIS situation, some things you could say or do ..
- Role playing
- stock phrases

Preparing for dealing with assault
- Medical response
(Rape kit, “Plan-B”, ??)
- Medivac?
- Confidential counseling,
- ??

Training for
- Ship
- For Science Party
- For Leaders
A UW-Oceanography Discussion and Mentoring Group

Annual orientation
- protocols, forms, reporting, the official stuff
- discussing what sea-going is like
- building a community of mentors
- building a community consensus of best practices
- a group of folks you can ask
- sharing stories and experiences

Several meetings a term

Annual refreshers on policies

On-line community for discussion and resources

Providing some of the training?
Cruise-side

**Pre**

Hand out “How to get help” information
- Science team - meet and build team
  - set up formal and informal mentoring (“Buddy” at-sea, “Buddy” ashore)
  - build inclusivity
  - setting up behavioral expectations

**During**

Hand out and post “How to get help” information on in-brief

Attitude of Capt and Senior personnel - setting up behavioral expectations

Chief Sci (or delegate) - to be approachable
  - to actively mentor (check in with each person every N days, esp new people)
  - be inclusive, encourage team looking out for team

Build channel for anonymous feedback during cruise
  - physical box to collect written cards (checked daily)
  - anonymous web interface to report incidents
  - anonymous web interface to reply to questions

**After**

Post-cruise Assessment - add questions on climate
- solicit responses from ALL parties (all science, all crew)
- allow for anonymous feedback

Feedback from ship to Chief Scientist? This goes to - ship, UNOLS, Department Chairs for scientists?
“How to get help” list

If you experience or witness harassment or assault .. here’s whom you can talk to:
- Chief Scientist
- Delegate of the Chief Scientist
- Captain
- Anyone on board ship
- A “buddy” ashore
- HR for the ship
- HR for your institution (need to list them all)
- A confidential advocate

Give contact info (cabin, email, phone) for all of these
Give info for secure confidential communications

Or you can:
- Leave anonymous feedback (physical box for cards, website?)
- Ask this anonymous help line (on ship? on shore?) – posts replies to questions

Need to ensure confidential access to PRIVATE communications

Iridium phones?
Setting up these things?

Setting expectations

Showing UNOLS takes this seriously
- statistics of reporting and consequences across the fleet
12. A student committed academic misconduct by submitting a project that was plagiarized from various websites.

Discipline: A mark of zero in the course and a suspension from the University for 8 months*.

13. A student committed academic misconduct by altering his/her original answers on his/her midterm examination that he/she subsequently submitted for re-marking in effort to receive a higher grade.

Discipline: A mark of zero on the midterm examination.

14. A student committed academic misconduct by forging a signature on the class attendance sheet on behalf of another student who was not in attendance. (A mandatory in-person session worth 10% of the course mark)

Discipline: A letter of reprimand.

15. A student committed academic misconduct by (i) asking a friend to sign the class attendance sheet on his/her behalf; and (ii) forging a signature on the attendance sheet on behalf of another student who was not in attendance. (Both of them were mandatory in-person sessions worth 10% each of the course mark)

Discipline: A mark of zero in the course*.

16. A student committed academic misconduct by asking separate friends to sign the class attendance sheet on his/her behalf while he/she was absent from class. (Both of them were mandatory in-person sessions worth 10% each of the course mark)

Discipline: A mark of zero in the course*.
**REIF – Respect and Equality in Field Work**

**Preliminary Ship-centric Ideas**

**Training Gaps**
- Navigating official stuff
- Planning to deal with an assault
- Three roles – harasser, harasser, bystander
- Sensitivity/Assertiveness Training
- Examples, Role playing, Stock phrases

**Cruise-side**
- Pre
  - Provide “How to get help” information
  - Team building
  - Buddies and mentoring
  - Behavioral expectations
- During
  - *All the above PLUS*
  - Attitude of Capt and Senior Personnel
  - Checking in with all team members regularly
  - Routes for anonymous reporting and feedback (box, web, replies to queries)
- After
  - Post-cruise assessment
  - Feedback to Ships, Departments, UNOLS *(Making people care..)*

**Shoreside/Institution/on-going**
- Annual Orientation
- Several meetings a term
- Annual refreshers on policies
- On-line community for discussion and resources

**UNOLS? role**
- Encouraging/enforcing?
- Setting expectations
- Publishing Statistics

**Harassment** *(not just sexual harassment)*