



# University-National Oceanographic Laboratory System ~UNOLS~

## RVSS Chapter 6 Personal Behavior & Appendix E Harassment Prevention RVOC April 17-19, 2018





## **RVSS Revisions to Chapter 6- Personal Behavior & Appendix E Harassment Prevention**

- **UNOLS Safety Committee rewrote Chapter 6 & Appendix E- Spring/Summer 2017**
- **NSF and ONR reviewed and made edits- Spring/Summer 2017**
- **Marine Superintendents reviewed & commented/Summer 2017**
- **Council has reviewed and endorsed for adoption into RVSS/ 2 August 2017**
- **UNOLS Office inserted into RVSS digital copy and hard copies were sent to Operators.-**



## Significant Changes:

Chapter 6- Personal Behavior and Individual Safety  
Appendix E-Harassment Prevention

Chapter 6- Section: Alcohol and Drug Testing

Added this:

***“Persons embarked in research vessels, including science parties, should be aware that “all persons directly involved in a serious marine incident are chemically tested for evidence of dangerous drugs and alcohol” (46 CFR 16.240).”***



## Chapter 6: Section 6.3/ Required Standards under RVSS

### Entire New Section Added below

#### “6.3.3 PERSONAL BEHAVIOR AND SEXUAL HARASSMENT

In accordance with federal statutes, discrimination, which includes harassment, of protected classes is a violation of section 703 of Title VII. The principles involved here apply to gender, race, color, religion or national origin. Because research cruises often involve educational activities, Title IX of the Education Amendments of 1972, also apply. Ship Operators must adhere to Federal requirements in conjunction with operator’s institutional policies and the UNOLS RVSS. Vessel operators shall consult with the appropriate persons at their institution to ensure they are complying with crew training, posting of information, and the proper procedures to follow in the event a harassment situation arises on board during all phases of a science mission.

Each UNOLS vessel must:

**Institution policy.** Ensure that all aspects of the institution’s harassment prevention policy are incorporated in the vessel’s regulations and operating procedures.

**Posting.** Post the institution’s harassment prevention policy aboard the vessel in a location easily accessible to all members of the crew and science party.

**Training.** Conduct harassment prevention training for all members of the crew and science party before or immediately after getting underway for a science cruise. This training must include viewing of the first two modules of the videos developed for the Federal research vessel fleet, by each person at least once per year. Harassment prevention training may be combined with the vessel’s general safety briefing.



**Reporting procedures.** Clear reporting procedures for a person experiencing or witnessing an instance of harassment must be available to all persons onboard; these can be provided in the posted policy and pre-cruise training. Appendix E contains amplifying information.

**Off-vessel point of contact.** In addition to establishing procedures for reporting incidents to authorities aboard the vessel, a point of contact ashore must be provided. Access must be available by telephone, text or email. An institution's established harassment "hotline" or designated point of contact would satisfy this requirement. Note: the Rape, Abuse and Incest National Network (RAINN) maintains a national sexual assault hotline that may be an asset for UNOLS institutions."



## Appendix E-Harassment Prevention

### Appendix E Changes:

#### Strengthened Language and added contacts ashore:

“Seek advice: While speaking directly to the offender or reporting your concerns to the Captain or Chief Scientist are the first options to consider, there may be instances when neither of those is appropriate. In that case, you should seek advice from someone else that is in a position to help, such as the Marine Superintendent, the operator’s or the complainant’s Title IX officer, or the funding agency’s Title IX officer. It may also be helpful to speak with a friend, colleague or other member of the crew or science party.”



### Re-wrote this: Tell Someone section:

However, if you are uncomfortable talking to those in authority aboard the vessel, or if they are involved in the incident, you have the right to contact a neutral party off the vessel. The harassment point of contact or “hotline” designated by the UNOLS institution and provided by the posted institution policy would clearly be an option. In any event, whether you are a victim or a witness, **it is critical that you report the incident** as soon as possible. Note: There are statute of limitations on reporting, although institutions may waive the limits if they choose.

### Added this to Seek Advice section:

In that case, you should seek advice from someone else that is in a position to help, such as the Marine Superintendent, the operator’s or the complainant’s Title IX officer, or the funding agency’s Title IX officer. It may also be helpful to speak with a friend, colleague or other member of the crew or science party.