



UNOLS Committee for Maintaining an Environment of Respect Aboard Ships (MERAS)

- Medical privacy, pregnancy policies
- Promotion of civility, respect
- Prevention of harassment, discrimination, bullying

Committee Membership:

- Debbie Steinberg/VIMS (Co-Chair)
- Mark Brzezinski/UCSB (Co-Chair)
- Clare Reimers/OSU
- Bruce Appelgate/SIO
- Scott Ferguson/UH
- Chris Measures/UH
- Brandi Murphy/UW
- Assisted by: UNOLS Office- Alice, Annette, Caitlin, & Jon



Video Project: Shipboard Civility

- Collaborative effort between NSF, ONR, NOAA, and UNOLS
- Composed of three modules
 - Module 1 (~ 12 minutes) – *Shipboard Civility: Fostering a Respectful Work Environment* --**Will be released Jan 1, 2019**
 - NOAA supported production, produced by Maritime Training Services
Applicable to all Research Vessels
 - Explains appropriate, respectful behavior and provides Scenarios as animations
 - Module 2 (~ 12 minutes) – Fleet-Specific Video
 - Issues/information/practices that apply to all UNOLS ships
 - Finished scenario development, engaging script writer
 - We will own the videos and they can be shared openly (e.g., YouTube)
 - Module 3 – Ship specific information regarding policies and reporting. In the form of posters or PPTs
 - All operators have sent in their ship specific material;
 - *addition of hotline info to posters (RAINN necessary?)



UNOLS video –scenario overview

MERAS committee- Maintaining an Environment of Respect Aboard Ships

- **Discrimination-** Assuming someone's knowledge or ability based on how they look (Beginning of cruise/ Loading ship)
- **Cornered/ trapped/ stalked** (shipboard laboratory scene)
- **Bullying** (on deck)
- **Unwanted sexual advance / harassment** (off-ship at end-of-cruise party: an abrupt change in environment and perceived relationship)



Other MERAS activities

- Request from NSF - Development of a short white-paper providing broader guidance to operators for “milestone” ceremonies done onboard the vessels or while loading/unloading in port (e.g., equator or date-line crossings, first ALVIN dives, end of cruise celebrations)
 - Hazing not ok
 - But benefits to ceremonies (comaraderie) if done appropriately