



Climate

The Kind **YOU CAN** Control At Sea

Anita L. Lopez, Rear Admiral, NOAA (ret)

Director of Research Vessel Operations
University of Hawaii

Director of Diversity, Equity, and Inclusion (SOEST)



Topics

- Congratulations
- Safety
- Climate
- Civility
- Resources



Safety At Sea

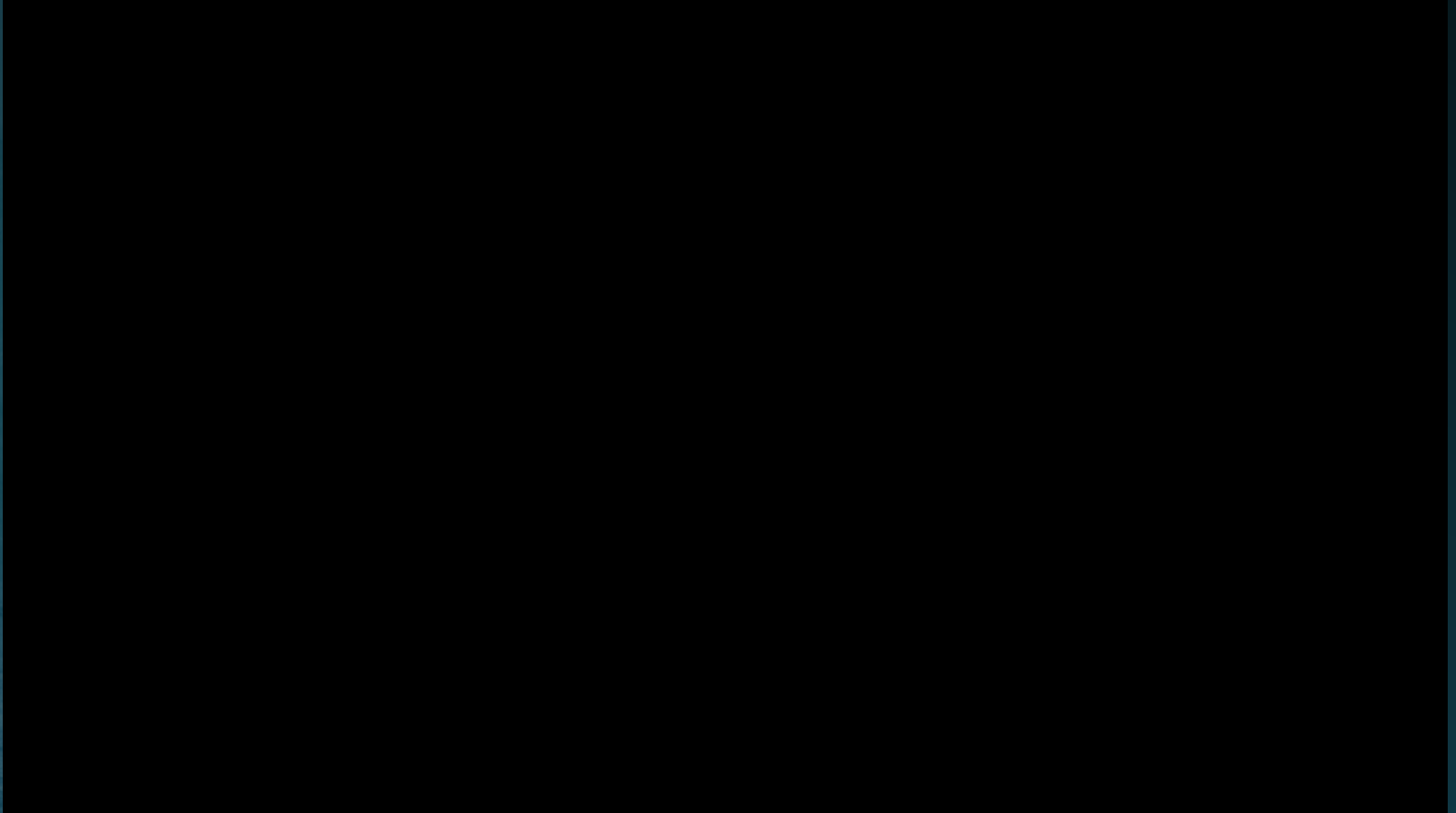
- Dynamic constantly changing environment
- Prevention
 - 58% of women have experienced some type of harassment in the U.S. sciences, second only to the U.S. military at 68 % (according to a study done by the U. S. National Academies of Sciences)
- Communication



Climate At Sea

- Leadership & Responsibility
 - NSF has instituted a zero-tolerance policy where PI awards will be suspended if harassment has occurred.
- Conduct
 - Address immediately
 - the behavior that you walk past is the behavior that YOU condone
 - Document
 - Take good notes, LAT/LONG
 - Report
- Communication

Civility At Sea



Resources

Reporting Gender-Based Violence and Sex Discrimination at Sea

We support University of Hawaii's commitment to maintaining and promoting safe and respectful campus environments that are free from sex discrimination and gender-based violence. We also join others at the University of Hawaii in embracing diversity, equity, and inclusion as essential ingredients of academic excellence in higher education.

The UH Office of Gender Equity provides trauma-informed advocacy services to students, staff, or faculty who may have experienced sexual harassment, stalking, gender discrimination, sexual assault, or intimate partner violence.

It is NOT an office of notice and is not mandated to report to the UH Administration. This means that you can go to them to discuss your options both within and outside of the University without others necessarily knowing.

For more information or to request a consult:
Jenna Friedman, J.D.
 Gender Equity Specialist
 808.956.9499
jenna.h.friedman@hawaii.edu

To make a report directly to the UH Title IX office:
Dee Uwono
 UH Manoa Title IX Coordinator
 808.956.2299
tsuhm@hawaii.edu

Shipboard Assistance

Contact the captain, chief scientist, or your work supervisor

Off-Ship Assistance

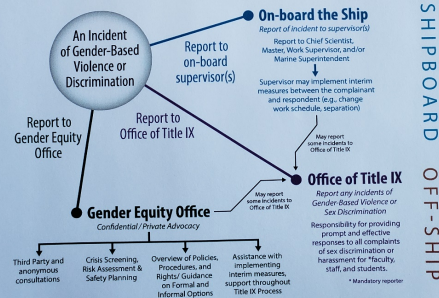
Marine Superintendent
 Auda L. Lopez
 Director of Research Vessel Operations
audalopez@hawaii.edu
 808.224.5488

UH Office of Gender Equity
 Jenna Friedman, J.D.
 808.956.9499
jenna.h.friedman@hawaii.edu

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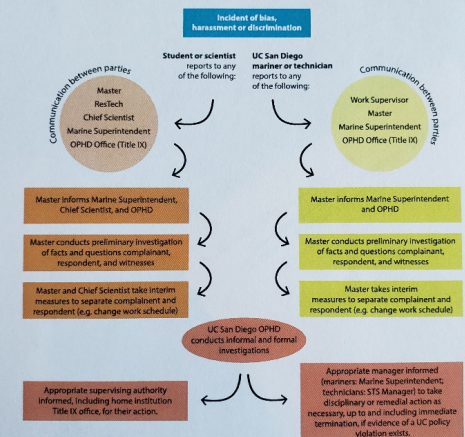


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Preventing Harassment & Discrimination at Sea: Complaint Resolution Flow Chart

We support UC San Diego's Principles of Community, and our mission reflects the University's commitment to maintaining a climate of fairness, cooperation, and professionalism. We join others at UC San Diego in embracing diversity, equity, and inclusion as essential ingredients of academic excellence in higher education.



Shipboard Assistance:
 Contact the captain, restech, chief scientist or your work supervisor
Off-Ship Assistance:
 Marine superintendent: Zoltan Kelely - zkelely@ucsd.edu - 858-534-1643
 OPHD Title IX Coordinator: Carol Rogers - ophd@ucsd.edu - 858-822-3702
 Report bias: reportbias.ucsd.edu
 Sexual Assault Resource Center: sarc.ucsd.edu

UC San Diego



Resources

- MERAS – Maintaining an Environment of Respect Aboard Ships
<https://www.unols.org/what-unols/maintaining-environment-respect-aboard-ships-meras>
- MERAS is evaluating 3rd party help-lines so participants have an option of a non-conflicted reporting avenue, such as RAINN <https://www.rainn.org/about-national-sexual-assault-telephone-hotline-> (however some universities have similar hotlines in place)
- New policy for hazing ceremonies, equator crossing, first submersible dives, i.e. rights of passage

Don't Be This Person
Communicate

