

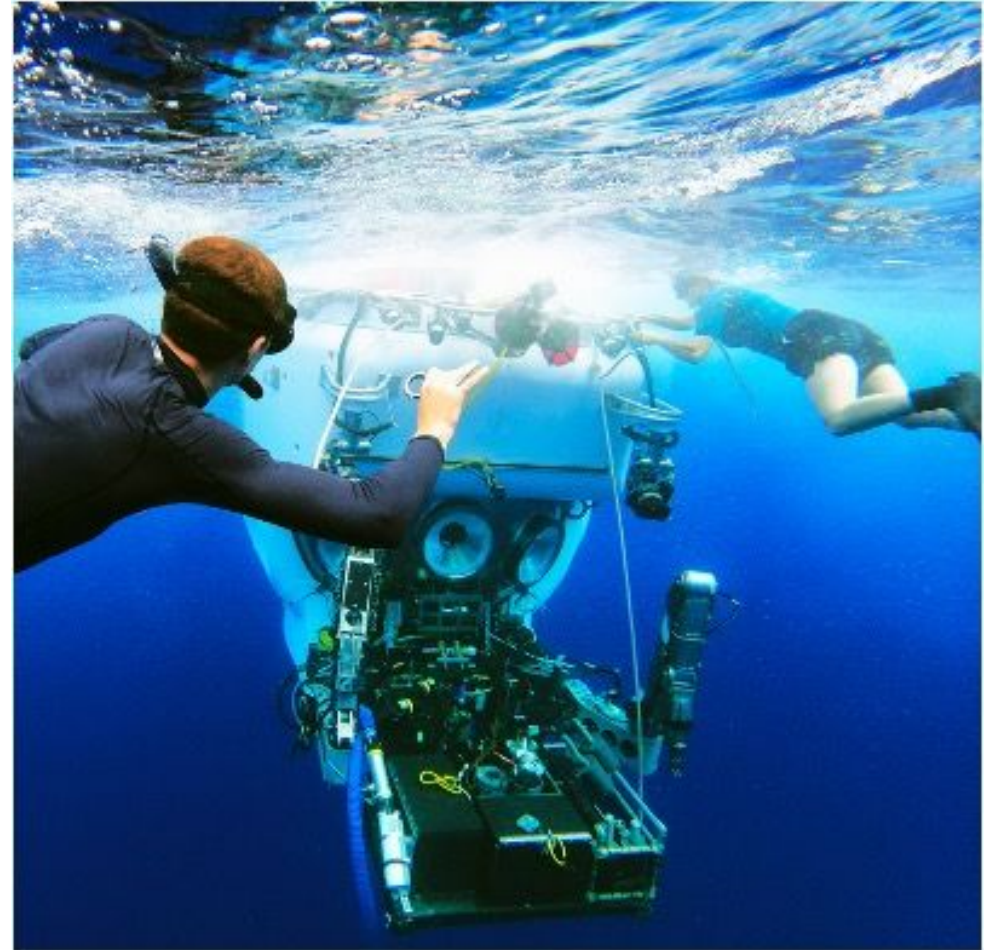
Civility at Sea – A Chief Scientist's Role

Anna Michel / WHOI & Sarah Fuller / WHOI

Civility = Civilized Conduct

Why going to sea matters

- Research
- Thesis
- Hands-on oceanography
- Provides access to the deep sea



Shipboard Life – Why Civility Matters

- **The ship is a workplace AND a home**
- Living in close quarters
 - Students, crew, PIs, vehicle operators...
 - Shared berthing, meals, working time, down time, and holidays
- 24-hour operations
 - Long working hours
 - Sleeping and working in shifts
 - Little / no autonomy on time and when to eat
- Many may be at sea for the first time
- Support Structures at home are far away
 - Communication home is difficult
 - Mental health providers
 - Gone for weeks
 - Away from family, friends, and caretaking responsibilities

UNOLS Three Module Civility Training

Video Modules

- Videos about Fostering a Respectful Workplace are **required** before sailing.
- Encourage science parties to watch together & discuss
- Discussion guide is available online

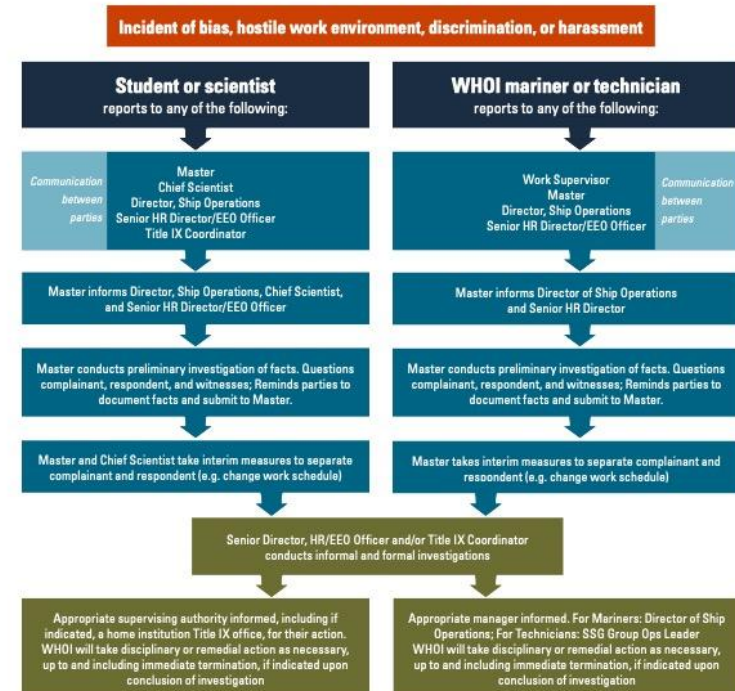
<https://www.unols.org/shipboard-civility>

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

Institution Specific Guidance

Preventing Harassment & Discrimination at Sea: Complaint Resolution Flow Chart

The Woods Hole Oceanographic Institution's mission includes a commitment to maintaining a climate of respect, fairness, cooperation, and professionalism. We join others in embracing diversity, equity, and inclusion as essential ingredients of academic excellence in higher education and within the greater scientific research community.



Shipboard Assistance:
Contact the Master, Chief Scientist or your work supervisor

Off-Ship Assistance:
Director of Ship Operations: Timothy Twomey - ttwomey@whoi.edu - 508-289-2624
Senior Director of HR and EEO Officer: Kathi Benjamin - kbenjamin@whoi.edu - 508-289-2705
Title IX Coordinator: Christine Charette - ccharette@whoi.edu - 508-289-2848
Report concerns: eeo@whoi.edu or titleix@whoi.edu
WHOI ethics hotline: 866-868-0920 or by visiting the www.whoi.ethicspoint.com

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What can you do as a Chief Scientist?

Pre-Cruise Planning

- Berthing gender considerations
- Share personal packing lists & “what to expect”
- Make sure those going to sea for the first time are prepared
- Explain the “chain of command”
- Share reporting mechanisms
- Identify an experienced member of the science party to be available to answer questions
- Share cell phone numbers and travel information
- Some ports may require specially coordinated travel

WHOI does not have a set policy that prescribes how berthing is assigned, but will work with the Chief Scientist so that all cruise participants are respected, regardless of gender identity, gender expression, orientation, or belief system.

What can you do as a Chief Scientist?

Be aware of who is in your science party

- First time at sea
 - Students – even undergraduates
 - Gender balance is most likely not 50:50
 - Underrepresented minorities
 - “Hierarchy”
-
- Consider pairing ‘new’ and ‘experienced’ folks in a mentoring relationship

What can you do as a Chief Scientist?

Hold an “all-hands” meeting at the start of the cruise

- Invite the Captain, vehicle group(s), SSSG/ResTech
- Set the tone
 - Make it clear there will be no tolerance for poor workplace climate
 - No discrimination, harassment, sexism, bullying
- Introductions of everyone
 - A good time to share pronouns
- Make sure everyone knows who to go to if issues arise
 - Chief Scientist or Captain
- Some Chief Scientists like to have a second person designated
 - In case someone does not feel comfortable reporting an issue to them
- Encourage bystander responsibilities “see something, say something”

What can you do as a Chief Scientist?

Positive Communication

- Captain
 - Very important to communicate with throughout the entire cruise
- Expedition leader(s)
 - Two-way communication about vehicles
- Science Party
 - Daily science meeting
 - Walk the science labs
 - Check in on others
- Shore-side Support

Find someone(s) to be your own sounding board when you need help or advice as Chief Scientist. This could be the Captain, another PI on the ship, or an experience Chief Scientist ashore.

What can you do as a Chief Scientist?

Don't engage or promote in “hazing rituals”

- e.g. Equator Crossings
- Identify fun and inclusive activities instead

Foster a cruise without harassment

- NSF has a zero-tolerance policy where PI awards will be suspended if harassment has occurred.

What ideas do you have for ensuring civility at sea?

References

<https://www.unols.org/shipboard-civility>

<https://cobra.pubpub.org/pub/2022-week-03-respect/release/3>