



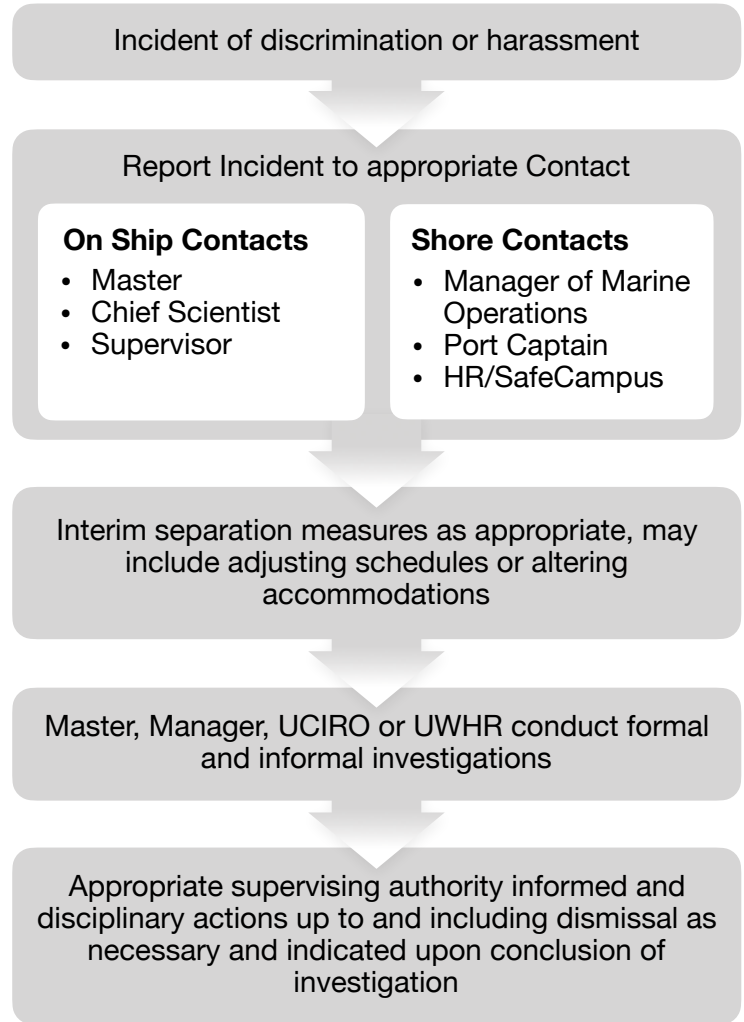
# Preventing Harassment & Discrimination at Sea



## According to Executive Order No. 31 on Non Discrimination & Affirmative Action, University Policy:

- Prohibits discrimination or harassment against a member of the University community because of race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status.
- Prohibits any member of the University community, including, but not limited to, academic personnel, staff, temporary staff, academic student employees, student employees, and students at all University campuses and locations, from discriminating against or unlawfully harassing a member of the public on any of the above grounds while engaged in activities directly related to the nature of their University affiliation.
- Prohibits retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation under this policy, or any individual who is perceived to have engaged in any of these

## Complaint Resolution Process:



If you experience an incident that you believe violates this policy, please report it as appropriate to the contacts listed below.

Manager Marine Operations  
**Robert Kamphaus**  
[kamphaus@uw.edu](mailto:kamphaus@uw.edu)  
 Tel: (206) 685-5672  
 Cell: (206) 225-0562

Port Captain  
**Bodhi Clarke**  
[portcaptain@uw.edu](mailto:portcaptain@uw.edu)  
 Tel: (206) 221-6920  
 Cell: (206) 786-8051

**SafeCampus**  
[www.washington.edu/safecampus](http://www.washington.edu/safecampus)  
 (206) 685-7233

### ADDITIONAL RESOURCES

Title IX <http://compliance.uw.edu/titleIX>  
 University Ombud <https://www.washington.edu/ombud/>

UCIRO [uciro@uw.edu](mailto:uciro@uw.edu)  
 UWCareLink <http://hr.uw.edu/benefits/uw-carelink/>  
 (For benefits eligible Faculty and Staff)