

The Prevention of Discrimination & Harassment @ Sea

The University of Delaware's Non-Discrimination policy applies to all students, staff, vendors, and volunteers affiliated with UD, and provides protection for protected classes as outlined below:

- ✓ Age
- ✓ Disability
- ✓ Sex*
- ✓ Gender Identity*
- ✓ Marital Status
- ✓ Veteran Status
- ✓ National Origin
- ✓ Race/color
- ✓ Religion
- ✓ Sexual Orientation*
- ✓ Retaliation

*indicates protection through UD's **Sexual Misconduct Policy**

Reporting an Incident of Discrimination or Harassment

All claims of harassment and/or discrimination are reported to the *Office of Equity & Inclusion*. Individuals can visit the OEI website listed below and click on the appropriate link to fill out an incident report.

www.udel.edu/oei

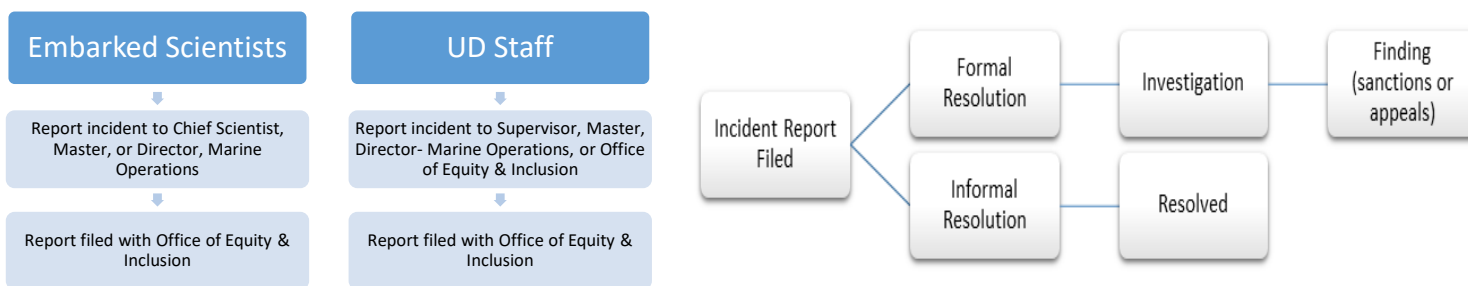
Sexual Misconduct: ALL University of Delaware employees are **mandatory** reporters and must report incidents of sexual misconduct that are reported to them.

Discrimination: The Captain, Chief Engineer, and Chief Mate must report incidents of discrimination based on the listed protected classes. Everyone is encouraged to report. Reports must be submitted within **180 days** of the last alleged incident.

What Happens When a Discrimination Report is filed?

**Note- Informal resolutions are NOT available for sexual misconduct complaints

**Non-UD Members may access home university resources, and may file a report with UD against a UD staff member.



SHIPBOARD RESOURCES:

Captain or Chief Scientist (aboard ship)
 Director, Marine Operations- jon.swallow@noaa.gov
 UD Office of Equity and Inclusion
 oei@udel.edu / 302-831-8063

CAMPUS RESOURCES:

S.O.S. (confidential): 302.831.1001 (students)
 HMS Health Advocates: 800.343.2186 or
 hms.healthadvocate.com (FT benefited employees)
 Private health care provider (others)



Office of Equity & Inclusion

