Preventing Harassment & Discrimination at Sea Complaint Resolution Flow Chart



We support the University of Minnesota Duluth's efforts to take prompt and effect steps intended to end sexual harassment, sexual assault, stalking, relationship violence, and related retaliation. Additionally, we support UMD's commitment to achieving excellence through equity and diversity.

of Human
Resources & Equal
Opportunity

UMD's administrative policy requires **all University employees** to report sexual misconduct that they learn about to the campus Title IX office.

Incident of bias, harassment or discrimination

Student or Scientist

reports to any of the following:

Master
Chief Scientist
Marine Superintendent
HREO Title IX



Master/Chief Scientist informs
Marine Superintendent & HREO Title IX



Master and Chief Scientist take interim measures to separate complainant and respondent (e.g. change work schedule)

Mariner or Technician reports to any of the following:





Master informs

Marine Superintendent & HREO Title IX



Master takes interim measures to separate complainant and respondent (e.g. change work schedule)



UMD Department of Human Resources & Equal Opportunity

Contact complainant to provide resources for personal support and information about the investigation process

Off-Ship Assistance:

Marine Superintendent: Doug Ricketts ricketts@d.umn.edu 218-726-7826 HREO Title IX: more information (http://d.umn.edu/sexual-assault/report) Employees: Annalisa Peterson alhp@d.umn.edu 218-726-8890 Students: Katie Jackson krjackso@d.umn.edu 218-726-8969

LARGE LAKES OBSERVATORY
UNIVERSITY OF MINNESOTA DULUTH
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SHIPBOARD

OFF SHIP