

Harassment in any form is unacceptable behavior on the *JOIDES Resolution*

What is harassment?

Harassment includes written, verbal, or physical contact that has the intent or effect of unreasonably interfering with any individual's or group's work performance. Harassment creates an intimidating, hostile, or offensive work environment. When harassment is based upon race, color, religious creed, national origin, ancestry, gender, gender identity, age, disability, mental illness, sexual orientation, genetics, and/or status as a veteran or any other basis that is deemed to be discriminatory, or based upon retaliation, the actions violate U.S. Federal laws. Harassment can occur on or off the premises, during related travel, on shore, at conferences, or in the field and/or at sea (whether on or off duty). Reports of such harassment will be investigated by Texas A&M University's Office of Risk, Ethics and Compliance.

What types of behaviors constitute harassment?

Sexual harassment and other discriminatory harassment can take many forms. It can be blatant or subtle, verbal or physical, printed on paper or communicated electronically. Examples of conduct that can, depending on the circumstances and regardless of where the behavior occurs, constitute sexual or other discriminatory harassment are:

- Outright propositions, improper suggestions, or requests for sexual favors
- Threats or promises regarding compliance with sexual behavior
- Sexist, racial, or ethnic jokes, slurs, or cartoons; lewd or obscene remarks; disparaging remarks relating to gender, race, ethnicity, etc.
- Abuse, insults, or jokes concerning sexual orientation, including insinuations or offensive comments about private life or lifestyle

- Sexual or racial innuendos or offensive sexual or racial statements disguised or presented as humorous
- Unwanted physical contact or conduct, including touching, pats, hugs, squeezes, brushing against, or putting arm(s) around another person
- Unwelcome advances, such as repeatedly asking someone out on a date in spite of past refusals
- Actions or sounds—whistling, suggestive sounds, obscene gestures, display of offensive pictures or graffiti—that would be found offensive by a reasonable colleague
- Stalking or following someone in an unacceptable, unprofessional fashion
- Imbalance of attention, whether it be positive or negative, toward any individual or group based upon any of the protected categories referenced in this policy that has the intent or effect of providing an inequitable work or educational environment
- Any form of assault—sexual or otherwise

Why does harassment occur at sea and other remote field sites and at conferences?

Social conditions in remote locations such as at sea, in the field, or at conferences are very different from those typically faced at the work site. Close quarters on the ship demand utmost consideration of others at all times. Privacy is greatly reduced, and as a result, interactions can become more intense, intentionally or not. When in these situations, anyone may be subject to more excessive personal attention, welcome or unwelcome, than might be experienced in a more typical work situation. Sexual awareness and tensions may be heightened, especially if people feel lonely, overtired, or homesick. All of these contributing factors, as well as alcohol at conferences and at port calls, may result in behavior that is so disruptive as to constitute harassment.

What should you do if you witness or experience inappropriate or uncomfortable behavior?

Speak up

If you believe you may have experienced or witnessed harassment, do not hesitate to speak with the offender. Many situations can be resolved very simply by directly and promptly telling the offending party that his/her behavior is making you feel uncomfortable and asking them to stop. If you do not feel comfortable speaking with the person privately, approach the individual with a trusted friend, colleague, or JRSO Supervisor.

Tell someone

You are strongly encouraged to report the matter to the JRSO Expedition Project Manager, Lab Officer, Operations Superintendent, or Assistant Lab Officer. They are responsible for maintaining a safe working environment, free of harassment and discrimination at sea.

Keep records

Keep notes describing the incidents and note the date, place, time, and any witnesses to the behavior.

Seek advice

While speaking directly to the offender or reporting your concerns to the JRSO staff listed above are the first options to consider, there may be instances when none of these is appropriate. In that case, you should seek advice from someone else who is in a position to help. The responsible people to contact are the IODP-JRSO Director, Assistant Director, and Human Resources Supervisor.

If you are the recipient of unwanted or unwelcome attention or harassment and have not resolved or cannot resolve the situation yourself, JRSO staff is here to help.

JOIDES Resolution: Opportunity, Diversity, Respect, & Responsibility

Opportunity

JOIDES Resolution expeditions provide a unique opportunity for exploration, discovery, collaboration, and interaction, as well as personal and professional growth.

Diversity (strength and challenge)

A major strength of IODP is that each expedition sails with a diverse set of scientists, JRSO staff, and ship's crew. These participants come from all over the world, bringing with them different cultures and different ways of working.

Respect

Each individual on the ship is responsible for helping to create a positive work environment while working and living in very close quarters for the two months at sea.

What we do in our working lives is important, and the way we do it is equally so. Respect for others, respect for the mission, and respect for the organizations that make IODP possible is essential.

To maximize the science outcomes, all personnel will treat others with dignity and respect, will exercise the highest level of professional and ethical behavior, and will work cooperatively to resolve personal and professional differences.

Responsibilities

All participants are responsible for ensuring that our work environment is free from harassment and discrimination. When alleged or suspected harassment is experienced or observed by or made known to an employee, the employee is responsible for promptly reporting this harassment to a shipboard supervisor and/or any shore-based supervisor, manager, director, or human resources office (listed under Resources). All non-employee participants should follow this same reporting structure.

Resources

For overall or general support, you may want to speak with a friend, colleague, peer, family member, or others as appropriate; however, to address your specific concern, it is important to speak with someone in a position to help. All shipboard scientists and JRSO staff may reach out to any of the following JRSO supervisors on the ship or on shore:

On board the JOIDES Resolution

Expedition Project Manager/Staff Scientist (EPM/SS)
Operations Superintendent (OpsSup)
Laboratory Officer (LO)
Assistant Laboratory Officer (ALO)

Onshore JRSO leadership

JRSO Director: Brad Clement
cell: (305) 586-3892
office: (979) 845-4800*
email: clement@iodp.tamu.edu

JRSO Assistant Director: Mitch Malone
cell: (979) 204-9571*
office: (979) 845-5218*
email: malone@iodp.tamu.edu

Human Resources Supervisor: LaTasha Phillips
office: (979) 862-3482*
cell: (773) 203-1529
email: phillips@iodp.tamu.edu

Texas A&M University Title IX Coordinator:
Jennifer Smith
office: (979) 845-0977*
email: TitleIX.Coordinator@tamu.edu

Any of the resources listed above may be contacted from the ship via email or phone (*979 area code is a local call from the ship). They are also available in person at Texas A&M University.



JOIDES Resolution
Science Operator

JRSO Code of Conduct

The JOIDES Resolution Science Operator (JRSO) at Texas A&M University is 100% committed to providing a working environment free from discrimination and to prohibiting harassment of its employees and participants, including sexual harassment.

The JRSO promptly investigates all complaints of harassment. Complaints of sexual harassment and/or discrimination will be investigated by the Texas A&M University Office of Risk, Ethics, and Compliance.



http://iodp.tamu.edu/participants/before_exp.html