



UNOLS

Council's Ad hoc Committee on Pregnancy, Privacy, Harassment

**UNOLS Council Meeting
Woods Hole Oceanographic Institution
Tuesday May 3, 2016**



UNOLS Council Ad Hoc Committee on Pregnancy, Privacy, & Harassment

Committee Members:

Debbie Steinberg/VIMS

Clare Reimers/OSU

Scott Ferguson/UH

Bruce Appelgate/SIO

Jon Alberts/UNOLS Office (facilitator)

Charge: Research current policies and practices aboard UNOLS ships regarding protected personal information, medical history forms, participation at sea for pregnant and provisions for nursing women, and other issues as identified. Work to make existing policies more transparent for all. Report back to the Council with written recommendations on various methods that would help to clarify and articulate these policies.

Topics under Review-

Pregnancy at Sea,

Medical History Forms

Harassment/ Prevention-Reporting- Follow-Up

Participation at Sea for pregnant women-

- Does your institution have a policy that governs or advises pregnant women going to sea?
- Is it published?
- Is this part of the pre-cruise planning communications?
- Does your ship have accommodations for nursing mothers and storage of breast milk?

Medical History Forms

- Are you collecting medical history forms for each member of the science party?
- What form are you using? International/SOS-MedAire forms or Institution forms?
- What is your procedure for handling, storing, & disposal of the forms?
- Is the personal identifiable information protected?
- Who gets to see the completed forms, and is a set of forms left with your port office?
- Does your form ask if the participant is pregnant or nursing?

Harassment Prevention Policy

- Do you have a published and posted Harassment Prevention Policy on your ship.
- Does the policy apply to all members of the ship's complement, i.e. officers, science party, crew, technicians and outside contractors?
- What are your procedures for reporting, documenting, and following up on incidents of harassment?
- Do you have a designated person on the ship responsible for handling these situations?
- Is there a designated person(s) ashore that an individual can contact ?
- Are you showing the video: "Sexual Harassment Prevention" produced by Maritime Training Services, (2013) at your safety orientation fire & boat drills? If not, why?
- Does your Title IX office handle follow up from shipboard complaints?

Title IX states that: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance

Title IX of the Educational Amendments of 1972 is the landmark legislation that bans sex discrimination in schools, whether it be in academics or athletics. Title IX states: