# W 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:**

Incident of discrimination or harassment

#### Report Incident to appropriate Contact

#### **On Ship Contacts**

- Master
- Chief Scientist
- Supervisor
- Shore Contacts
- Manager of Marine
   Operations
- Port Captain
- HR/SafeCampus

Interim separation measures as appropriate, may include adjusting schedules or altering accommodations

UCIRO or UWHR conduct formal and informal investigations

Appropriate supervising authority informed and disciplinary actions up to and including dismissal as necessary and indicated upon conclusion of investigation

# 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** ManagerMarOps@uw.edu

Tel: (206) 685-5672 Cell: (206) 225-0562 Port Captain Claire Fine portcaptain@uw.edu Tel: (206) 221-6920 Cell: (206) 786-8051 SafeCampus www.washington.edu/safecampus (206) 685-7233

#### ADDITIONAL RESOURCES

 Title IX <a href="http://compliance.uw.edu/titleIX">http://compliance.uw.edu/titleIX</a>

 University Ombud <a href="https://www.washington.edu/ombud/">https://www.washington.edu/ombud/</a>

 UCIRO cr-investigations@uw.edu
 206-616-2028

WA Employee Assistance Program http://hr.uw.edu/worklife/employee-assistance-program/ (For eligible Faculty and Staff)