

An initiative of German seagoing institutes and BRIESE Research

Guidelines to prevent sexualized violence on expeditions



The Baltic Consortium on Promoting Gender Equality in Marine Research Organisations (Baltic Gender) has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 710363.

For a good way of working and living together:

reinforce important rules of expectations and focus
on good practices of **how we deal with each other**

create **an open atmosphere** where violating situations
can be addressed

Social conditions at sea

Research expeditions are extreme situations under strenuous conditions in a harsh environment, under high pressure to achieve the goals

Social conditions are very different:

close quarters, reduced privacy, sexual tensions may be heightened, especially if people feel lonely, overtired, or home sick

Definition

What does sexualized violence mean?

Sexualized violence is any form of **unwanted verbal, non-verbal** or **physical conduct** of a sexual nature combined with an element of power.

- ▶ It can happen to both women and men!
- ▶ It is under no circumstances tolerated by your employer and the shipping line!

How to prevent sexualized violence

Awareness: being a responsible team member, conducting yourself in a respectful and mindful manner, looking out for each other.

Consent: only “yes means yes”: consent to sexual activity requires an affirmative agreement of both persons involved.

Ask-once-be-good guideline: lack of positive feedback must be considered a “no” and should not be followed up with further advances.

How to behave when you experience sexualized violence

Speak up:

do not hesitate to resolve the situation asap.

Tell someone:

talk to someone you trust (colleague, friend).

Keep records:

document the incidence, note the date, place, and time, and any witnesses.

Seek help:

chief scientist or ship captain must be notified of the incidence.

Offer support:

if you witness a violating situation, offer your support to the affected person – and help to clarify the situation.

Who can I turn to?

If you don't want to talk to a member of the expedition, you can also contact other persons from GEOMAR

Equal Opportunities Officers:

Ulrike Schroller-Lomnitz or Kristin Hamann (+49 431 600-2889; gleichstellung@geomar.de)

Staff Council:

Christine Utecht (+49 431 600-2816; personalrat@geomar.de),
Sven Petersen (+49 431 600-2110; spetersen@geomar.de)

External Bodies:

The Violence against women support hotline (08000 116 016, www.hilfetelefon.de)
Männerberatung (+49 431 91124, maennerberatung@fnrkiel.de) offers help for men

Imprint

Author

GEOMAR Helmholtz Centre for ocean Research Kiel in cooperation with Briese Schiffahrts GmbH & Co. KG supported by the Horizon 2020 project Baltic Gender 710363.

Acknowledgements

The content is based on the code of conduct used on Polarstern (AWI) and IODP research cruises.

Consultant Dr. Sabine Blackmore, Blackmore Coaching.

