

### University of California Policy

The University of California is committed to creating and maintaining a community dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in University programs and activities can work, learn, and live together in an atmosphere free of harassment, exploitation or intimidation. Every person is protected against discrimination, harassment and retaliation in our educational programs and activities, and employment settings, whether on shore or at sea.

Anyone who sails on the Scripps Fleet must follow University of California policies.

### The Scripps Fleet

Scripps Institution of Oceanography is one of the oldest, largest, and most important centers for ocean and earth science research, education, and public service in the world. Research at Scripps Institution of Oceanography encompasses physical, chemical, biological, geological, and geophysical studies of the oceans and earth.

Scripps operates one of the largest academic fleets in the world and our research vessels are recognized for their outstanding capabilities. These ships constitute mobile laboratories and observatories that serve students and researchers from institutions internationally.

### Our Mission

The Scripps mission is to seek, teach, and communicate scientific understanding of the oceans, atmosphere, Earth, and other planets for the benefit of society and the environment.

# SCRIPPS INSTITUTION OF OCEANOGRAPHY

UC San Diego



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OCEANOGRAPHY UC San Diego

**HARASSMENT  
PREVENTION AND  
RESPONSE GUIDE**

**2016**

### **What is discrimination?**

Discrimination is the unfair or unequal treatment of an individual or group of people based upon certain characteristics. Harassment is a specific type of illegal discrimination, which is defined as unwelcome conduct in a work or educational setting that is so severe or pervasive, and objectively offensive, that it unreasonably interferes with and adversely impacts the educational experience or work environment.

### **What are different types of harassment and discrimination?**

UC San Diego prohibits harassment and discrimination in education and employment based upon age, ancestry, citizenship, color, disability, gender, gender expression, gender identity, genetic information, marital status, medical condition, national origin, pregnancy, race, religion, sex, sexual orientation and veteran status. Each individual is also protected against bias based on perceived membership in any of these categories.

### **How is life at sea different from research or employment on shore?**

Life aboard a research vessel is unique because crew members and science parties work and live in very close quarters. An environment that is conducive to the work of the science party and the crew is imperative. Each individual on board has a role in creating an equitable, diverse, and inclusive climate. The inappropriate conduct of one individual can adversely impact all members onboard. Be respectful of personal space and maintain professional boundaries. There really is no on-duty or off-duty when aboard a ship. All individuals on Scripps' vessels are expected to follow University of California policies.

### **Who is the onboard point person to receive reports of harassment or discrimination?**

The vessel Master (Captain) is ultimately responsible for everything that happens aboard the ship. At sea, any individual may report unwelcome behavior to the Marine Research Technician who is the liaison between the crew and the science party. One may also report bias, harassment or discrimination to the Captain or the Chief Scientist. An individual may report harassing conduct directly to the UC San Diego Office for the Prevention of Harassment & Discrimination (OPHD) via email at [ophd@ucsd.edu](mailto:ophd@ucsd.edu) or through [reportbias.ucsd.edu](http://reportbias.ucsd.edu), an online bias reporting system.

### **Who is a responsible employee?**

Any UC San Diego employee who receives information that a student has suffered sexual violence, sexual harassment or other prohibited behavior must promptly notify OPHD. This includes student employees, when disclosures are made in their capacities as employees.

### **What if I believe I have been sexually assaulted?**

The UC San Diego Campus Advocacy, Resources & Education at the Sexual Assault Resource Center (CARE at SARC) provides confidential services for students, staff and faculty affected by sexual assault, dating violence, domestic violence or stalking. OPHD investigates complaints of sexual assault under the University of California Policy on Sexual Violence and Sexual Harassment, available at <http://policy.ucop.edu/doc/4000385/SVSH>

### **What are the reporting options available to someone who is a victim of sexual assault?**

Reporting options include Criminal, Civil, Administrative and Non-Reporting. More information about these options can be found at [http://ophd.ucsd.edu/\\_files/ReportingOptions.pdf](http://ophd.ucsd.edu/_files/ReportingOptions.pdf)

### **What if I am afraid of retaliation for reporting harassment or discrimination?**

Threats, other forms of intimidation and retaliation against anyone for reporting harassment or discrimination are prohibited. Retaliation is a violation of the law and university policy and is a serious offense.

### **Scripps Resources**

We encourage early reporting of concerns or complaints, because complaints are most effectively resolved at the earliest possible stage. Resources are available for all personnel at sea including crew members, members of the science party, students, staff, postdocs and faculty.

### **Contacts**

Office for the Prevention of Harassment & Discrimination (OPHD)  
*Carol Rogers, Interim Director/Title IX Coordinator*  
[ophd@ucsd.edu](mailto:ophd@ucsd.edu)

Report Bias  
[reportbias.ucsd.edu](http://reportbias.ucsd.edu)

CARE at the Sexual Assault Resource Center (CARE at SARC)  
[sarc.ucsd.edu](http://sarc.ucsd.edu)

Ship Operations and Marine Technical Support (SOMTS)  
*Zoltan Kelety, Marine Superintendent*  
[skelety@ucsd.edu](mailto:skelety@ucsd.edu)