

Resources

For overall or general support, you may want to speak with a friend, colleague, peer, professional counselor or member of the clergy; however, to address your specific concern, it is important to speak with someone in a position to help. All employees, postdocs, and students, including those at sea, in remote field locations or conferences may reach out to:

At Sea or In the Field or At Conferences:

Supervisor or Chief Scientist, Captain or Chief Mate, or WHOI EEO Officer: eeo@whoi.edu or
Title IX Coordinator: titleix@whoi.edu

At WHOI:

WHOIEEO Officer: 508-289-2705 or eeo@whoi.edu

Title IX Coordinator: 508-289-2848 or
titleix@whoi.edu

Employee & Student Assistance Program:
1-800-828-6025

Academic Programs: 508-289-2200

Marine Personnel: 508-289-3220

SSSG Manager: 508-289-3777

WHOI EthicsPoint Hotline: 866-868-0920

At MIT:

Email: TitleIX@mit.edu

Website: <http://titleix.mit.edu/>

Dean for Graduate Ed: 617-253-4860
odge@mit.edu; <http://odge.mit.edu>

MITWHOI Joint Program Office: 617-253-7544

MIT Ombuds Office: 617-253-5921
ombud@mit.edu

Or visit Ombuds Office at:
MIT Room 10-213
MIT Medical 617-253-4481
medweb.mit.edu/

Any of the resources listed may be contacted via email or website from the ship or the field or by phone or in person at WHOI.

Please Note: WHOI provides students, postdocs and employees with simple, risk-free ways to **anonymously** and **confidentially** report activities that may involve unethical or otherwise inappropriate activity or behavior including concerns of sexual harassment. In situations where an individual prefers to file an anonymous report, they are encouraged to use the WHOI Hotline, hosted by a third party provider, EthicsPoint. You may file a **confidential anonymous** report to WHOI on this website www.who.ethicspoint.com or by calling EthicsPoint toll free at 1-866-868-0920. All reports submitted through EthicsPoint will be given careful attention by the appropriate WHOI administration with the objective of addressing the situation being reported. We ask that you retain your report key and password and return to this website within 10 days of filing a report to check for comments or follow up questions.

At either WHOI or MIT: The EEO Office handles formal discrimination and harassment related complaints and is always one of the options to consider. Notice to the EEO Officer constitutes legal notice to the organization.

Reports of inappropriate behavior made to this office will be handled and investigated as privately and with as much confidentiality as is reasonably possible.

Confidential reporting:

EthicsPoint: 1-866-868-0920

www.who.ethicspoint.com

Woods Hole
Oceanographic
INSTITUTION

866-868-0920 • eeo@whoi.edu
www.who.edu/HR/harassment

Harassment

Resources for Students, Postdocs and Staff

POLICY: The Woods Hole Oceanographic Institution is committed to maintaining a respectful, positive working and learning environment, and an environment free of illegal discrimination and harassment. Institution scientists, administrators, managers and supervisors ashore, in the field, at sea and at conferences are obligated to strongly support this effort and report any behaviors or actions that could be construed as a hostile work environment, bias, discriminatory or harassment.

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Harassment in any form is unacceptable behavior at Woods Hole Oceanographic Institution

What is harassment?

Harassment includes written, verbal or physical contact, or conduct whether on or off the premises, during related travel, on shore, at conferences, in the field and/or at sea, which has the intent or effect of unreasonably interfering with any individual's or group's academic or work performance including activities of the vessel or field expedition (whether on or off duty) or which creates an intimidating, hostile or offensive educational or work environment, when such conduct is based upon race, color, religious creed, national origin, ancestry, gender, gender identity, age, disability, mental illness, retaliation, sexual orientation, and genetics, and/or status as a veteran or any other basis which is deemed to be discriminatory.

What types of behaviors constitute harassment?

Sexual harassment and other forms of discrimination 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
- » Creating a hostile work environment / bullying
- » 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, putting arm around another person
- » Unwelcome advances such as repeatedly asking someone out on a date in spite of past refusals
- » Actions or sounds - whistling, cat-calls, 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, towards a group or an individual employee, postdoc or student 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 or bullying – 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 and at camp demand utmost consideration of others at all times. Privacy is greatly reduced, and as a result, interactions can become more intense, intentionally or not. Positions of power become accentuated and people can lose perspective. When in these situations, anyone may be subject to more excessive personal attention, welcomed 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 once in port 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 ask them to stop. If you do not feel comfortable speaking with the person privately, approach the individual with a trusted friend or colleague.

Tell Someone:

In addition or alternatively, it is your right and especially in the area of sexual harassment, you are strongly encouraged to report the matter to the ship's Captain, field camp supervisor and/or the Chief Scientist or senior member at a conference. They are responsible for maintaining a safe working and learning environment, free of harassment, bullying and discrimination.

Keep Records:

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

Seek Advice:

While speaking directly to the offender or reporting your concerns to the Captain, field camp supervisor, Chief Scientist or senior member at a conference 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. There are resources available at WHOI and, for graduate students in the MIT-WHOI Joint Program.

If you are the recipient of unwanted or unwelcome attention or harassment and have not resolved or cannot resolve the situation yourself, you need to speak with someone who can help.