Measures for the prevention of sexualized violence at sea

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In the field of basic marine research, Germany has a very efficient fleet of research vessels at its disposal. As universal platforms, the vessels facilitate research in all marine science disciplines and in the waters of all oceans.
Percentage of women as chief scientists on German research ships (2018-2019 averages)
The Change

Goals:
• offer a course of action to make a difference
• raise awareness for this topic, breaking the taboo, focus on good practices of how we deal with each other, create an open atmosphere, where violating situations can be addressed
• the legal framework and the possible consequences are named
• we fulfill our obligations resulting from German General Equal Treatment Act (GETA) to protect our employees
Baltic Gender Working Progress

Sources
- AWI
- GEOMAR
- IODP

Professionalizing
- GEOMAR player
- Captains
- Stakeholder engagement
- Coordination group ship

Implementation
- Expert Dr. Sabine Blackmore

Prevention sexualized violence at sea

Push
- Shipping line Briese request
- Personal experience
- Baltic Gender workshop

2016
- Nov 2019
- Dec 2019
- Jan - April 2020
- June 2020

Professionalizing
- Push
- Sources
Sources

German

- AWI
- GEOMAR

International

- IODP

Other international guidelines

NEW Measures for German Research Vessels

- PPT
- Contact Sheet
- Leaflet
Target group: all participants of the expedition

Content: with basic information for all

Goal: detailed information on sexualized violence

Handling: part of the preparation for the cruise
<table>
<thead>
<tr>
<th><strong>Target group</strong></th>
<th>everybody who is in need to talk about a situation of sexualized violence (affected persons, witnesses)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Content</strong></td>
<td>course of action (someone your trust), external contact information</td>
</tr>
<tr>
<td><strong>Goal</strong></td>
<td>easy access to information on who to contact, high visibility</td>
</tr>
<tr>
<td><strong>Handling</strong></td>
<td>to be placed on the notice boards of the ships (Briese commitment)</td>
</tr>
<tr>
<td><strong>Target group</strong></td>
<td>chief scientists and ship’s second mate</td>
</tr>
<tr>
<td>----------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td><strong>Content</strong></td>
<td>guidelines to prevent sexualized violence, based on the leaflet</td>
</tr>
<tr>
<td><strong>Goal</strong></td>
<td>early commitment to the importance of the topic and the handling on board and open atmosphere</td>
</tr>
<tr>
<td><strong>Handling</strong></td>
<td>GEOMAR -&gt; chief scientist</td>
</tr>
<tr>
<td></td>
<td>the second mate is going to present it during the safety instructions on board (Briese commitment)</td>
</tr>
</tbody>
</table>
Stakeholder Engagement

**Internal stakeholders**
from different departments
including expedition participants and chief scientists
m/f, staff council
collecting information on experience and for the strategy

**Internal Stakeholder at Sea**
respected person,
chief of the crew,
role model,
strict hierarchy at sea

**External Cruise Organisation**
Coordination centre Hamburg institute’s ship coordinators
planning of cruises and equipment
contact persons/interface

**Multiplier and decision maker**
for the implementation of the strategy
- EOOs of other German sea-going institutes
- German research vessel portal
- BG consortium
Outlook

Prevention sexualized violence at sea

Baltic Gender final conference
June 2020

Test cruise Merian
August 2020

Dissemination of templates for German sea-going Institutes
September 2020

Workshop for chief scientists
Implementation
January 2021
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