

This policy applies to all IODP participants and work in parallel with other behavioral policies or codes of conduct that may be applied by employers, funding bodies, facilities, and events.

IODP Code of Conduct and IODP Anti-Harassment Policy



As approved by the Program Member Offices
in October 2020.

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Approved by *the Program Member Offices*: **October 2020**

The International Ocean Discovery Program (IODP) is dedicated to collecting and disseminating ocean coring and logging data for use by the global community. We are committed to a vigorous policy of broad participation and inclusion, and to providing a safe, productive, and welcoming environment for all program participants and staff.

The IODP Code of Conduct and IODP Anti-Harassment Policy apply to all IODP participants, and work in parallel with other behavioral policies or codes of conduct that may be applied by employers, funding bodies, facilities, and events. In the case of policy overlap, policies issued by employers, funding bodies, facilities, and events may take primacy.

The IODP Code of Conduct describes the behavior expected from all IODP participants at all times and locations within, and around, the program.

The IODP Anti-Harassment Policy describes in more depth how the IODP drillship operators will protect and support participants affected by harassment, and how the operators will take action against offenders. The policy also offers advice to participants attending IODP-related events that are not under the control of the operators.

IODP Code of Conduct

The following behavior is expected from all IODP participants at all times and locations:

- Avoid harassment, intimidation, or discrimination in any form (please also consult the IODP Anti-Harassment Policy below).
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Avoid personal attacks directed toward other participants.
- Avoid disruption of discussions, or during oral/poster presentations.
- Avoid anti-social behavior, which is a nuisance to others and in certain cases can be dangerous in offshore environments. Such behavior includes but is not limited to:
 - Creating excessive noise.
 - Using abusive language.

- Displaying aggressive attitudes.
- Displaying offensive personal habits.
- Displaying derogatory images, slogans, or terms.

All IODP participants should be mindful of their surroundings and fellow participants and should alert a drillship operator representative or the local host if they notice a dangerous situation or someone in distress.

Anyone requested to stop unacceptable behavior is expected to comply immediately. Drillship operators and local hosts may take any action deemed necessary and appropriate, including immediate removal from the activity or confinement on the ship.

IODP Anti-Harassment Policy

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- platforms or facilities provided as part of IODP expeditions;
- periods of stand-by during port calls;
- periods of travel to and from IODP expeditions, meetings, and related events;
- any events that are linked to IODP such as post-expedition meetings, workshops, and conferences.

What is harassment?

Although harassment is defined differently in various countries, definitions are broadly similar. In general, harassment is defined as unwanted conduct related to a relevant characteristic (including, but not limited to: age, disability, gender reassignment, race, religion, or belief; power disparities related to professional status, sex, sexual orientation, marriage and civil partnership; and pregnancy and maternity) that has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for that individual.

Sexual harassment includes, but is not limited to, assault, outright propositions, or improper suggestions, threats, or promises regarding compliance with sexual behavior, unwanted physical contact (touching, pats, hugs, squeezes, brushing against, putting arm around another person), unwelcome advances, whistling, cat-calls, suggestive sounds, obscene gestures, inappropriate joking, display of offensive pictures or graffiti, stalking or following, and imbalance of attention.

Where harassment is repeated over a period of time and creates a risk to the well-being, mental or physical health, or safety of the recipient, it can be considered to be bullying. Bullying is often not legally defined but is likewise unacceptable behavior in IODP.

What should you do if you witness or experience harassing behavior?

If you witness or experience harassing behavior, you should consider speaking directly with the offender if you are comfortable doing so. Many situations can be resolved by directly and promptly telling the offending party that his/her behavior is making you feel uncomfortable and asking them to stop. If you do not feel comfortable speaking with the person privately, approach the individual with a trusted friend or colleague.

Alternatively, it is your right and – especially in the area of serious incidents, sexual harassment, or assault – you are strongly encouraged to report the matter to people who can help and support you.

Incidents should be reported to a drillship operator representative (on expeditions) or the local host/organizer (at facilities or events) as soon as is practical. Operators will offer support and immediate practical protective measures according to their own individual anti-harassment policies.

Other facilities and events are likely to have their own policies, and the local host should be able to offer support and advice.

In all cases, and especially if the effectiveness of local facility or event policies is in doubt, you are strongly encouraged to report incidents to your employer at the earliest opportunity, perhaps to a trusted manager or your human resource department.

If none of these options are appropriate for you, you should seek advice from someone else who is in a position to help, perhaps a trusted friend, colleague or a familiar IODP drillship operator contact.

If you are the victim of a crime, you are strongly encouraged to call the local police services.

What actions will the program take?

The IODP drillship operators will fully support you after an incident of harassment, according to the individual policies of the operators. Follow up action may include some or all of the following (or other appropriate actions) depending on the circumstances.

The first priority will always be to ensure your safety and, where this is considered to be at risk, appropriate action will be taken to minimize the risk.

Drillship operator staff will, to the best of their abilities, sensitively investigate the incident to gain an understanding of the circumstances.

With your permission, and if not already done so, drillship operator staff will contact your home institution on your behalf. Additionally, the operator will report details of the incident (as far as they understand them) to the institute of the alleged perpetrator, with the expectation that appropriate follow up steps will be taken by that institute with their employee. This may include appropriate disciplinary action.

Depending on the circumstances and the outcome of the investigation, the drillship operator may – for example – expel the accused from the current activity, bar the accused from participating in future post-expedition activities, expeditions or any other IODP activity organized or co-organized by that operator.

For incidents that occur at IODP-related events that are not under the control of the drillship operators, the local host will uphold the local anti-harassment policy and/or code of conduct. This may include the immediate expulsion of the accused from the event, in addition to other reporting steps which may be required by the local policy.

IODP drillship operators and local hosts are obliged to fully cooperate with any criminal investigations and to report criminal conduct related to harassment to relevant law enforcement agencies.