

# JRSO Policy: Code of Conduct

Approved: September 2022

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## Introduction

The *JOIDES Resolution* Science Operator (JRSO) at Texas A&M University is 100% committed to providing a working environment free from discrimination and to prohibiting harassment of its employees and participants, including sexual harassment.

Complaints of sexual harassment and/or discrimination will be referred to the Department of Civil Rights & Equity Investigations for review and resolution.

Harassment in any form is unacceptable behavior on the *JOIDES Resolution*

## What is harassment?

Harassment is unwelcome conduct on the basis of someone's "protected class" that a reasonable person would find to be so severe, persistent, and/or objectively offensive that it effectively denies a person equal access to a program or activity associated with the *JOIDES Resolution*. "Protected class" means an individual's race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation, or gender identity.

Sexual harassment is a specialized form of harassment based on sex, gender identity, or sexual orientation. In addition to the above definition, sexual harassment also includes (1) quid pro quo harassment (when a person in a position of authority or control conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct) and (2) sexual assault, sexual exploitation, domestic violence, dating violence, or stalking based on sex.

Harassment can include written, verbal, or physical contact. Harassment can occur on or off the premises, during related travel, on shore, at conferences, in the field, and/or at sea (whether on or off duty). Reports of such harassment will be referred for review and resolution to Texas A&M University's Title IX Office, which is housed in the Department of Civil Rights & Equity Investigations.

## What types of behaviors constitute harassment?

Sexual harassment and other types of discriminatory harassment can take many forms. It 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:

- Repeated or severe propositions, improper suggestions, or requests for sexual favors
- Threats or promises regarding compliance with sexual behavior
- Repeated or severe sexist, racial, or ethnic jokes, slurs, or cartoons; lewd or obscene remarks; disparaging remarks relating to gender, race, ethnicity, etc.
- Repeated or severe abuse, insults, rumors, or jokes concerning sexual orientation, including insinuations or offensive comments about private life or lifestyle
- Repeated or severe sexual or racial innuendos or offensive sexual or racial statements, including those disguised or presented as humor

- Repeated or severe unwanted physical contact or conduct, including touching, pats, hugs, squeezes, brushing against, or putting arm(s) around another person
- Unwelcome advances, such as repeatedly asking someone out on a date despite a past refusal
- Repeated or severe actions or sounds—whistling, suggestive sounds, obscene gestures, display of offensive pictures or graffiti—that would be found offensive by a reasonable colleague
- Stalking or following someone, repeatedly texting, or emailing despite being asked to stop
- Imbalance of attention, whether it be positive or negative, toward any individual or group 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—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 faced in a typical work environment. Close quarters on the ship demand utmost consideration of others at all times. Privacy is greatly reduced, and as a result, interactions can become more intense, intentionally or not. When in these situations, anyone may be subject to more excessive personal attention, welcome 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 at port calls, may result in behavior that is so disruptive as to constitute harassment.

### **What should you do if you experience, observe, or become aware of discrimination or harassment, including sexual harassment?**

#### **Speak up**

If you believe you may have experienced or witnessed harassment, you may speak with the offender if you are comfortable doing so. Many situations can be resolved very simply by directly and promptly telling the offending party that their 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, colleague, or JRSO Supervisor.

#### **Tell someone**

You are strongly encouraged to report the matter to the JRSO Expedition Project Manager, Lab Officer, Operations Superintendent, or Assistant Lab Officer. They are responsible for maintaining a safe working environment, free of harassment and discrimination at sea. Note that all JRSO employees are mandatory reporters. If a mandatory reporter observes, experiences, or becomes aware of an incidence of discrimination or harassment, they are required to report it to the Texas A&M University Title IX Coordinator in the Department of Civil Rights & Equity Investigations.

#### **Keep records**

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

#### **Seek advice**

Although speaking directly to the offender or reporting your concerns to the JRSO staff listed above 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. The responsible people to contact are the Texas A&M Title IX Coordinator or the IODP-JRSO Director, Assistant Director, or Human Resources Supervisor.

## JOIDES Resolution: Opportunity, Diversity, Respect, & Responsibility

### Opportunity

*JOIDES Resolution* expeditions provide a unique opportunity for exploration, discovery, collaboration, and interaction, as well as personal and professional growth.

### Diversity (strength and challenge)

A major strength of IODP is that each expedition sails with a diverse set of scientists, JRSO staff, and ship's crew. These participants come from all over the world, bringing with them different cultures and different ways of working.

### Respect

Each individual on the ship is responsible for helping to create a positive work environment while working and living in very close quarters for the two months at sea.

What we do in our working lives is important, and the way we do it is equally so. Respect for others, respect for the mission, and respect for the organizations that make IODP possible is essential.

To maximize the science outcomes, all personnel will treat others with dignity and respect, will exercise the highest level of professional and ethical behavior, and will work cooperatively to resolve personal and professional differences.

### Responsibilities

All participants are responsible for ensuring that our work environment is free from harassment and discrimination. When alleged or suspected harassment is experienced or observed by or made known to a JRSO employee, the employee is responsible for promptly reporting this harassment to the Texas A&M University Title IX Coordinator. All non-employee participants should report to any of the ship JRSO supervisors, JRSO onshore leadership, or the Texas A&M University Title IX Coordinator.

### Resources

For overall or general support, you may want to speak with a friend, colleague, peer, family member, or others as appropriate; however, to address your specific concern, it is important to speak with someone in a position to help. All shipboard scientists and JRSO staff may reach out to any of the following JRSO supervisors on the ship or on shore:

### On board the *JOIDES Resolution*

Expedition Project Manager/Staff Scientist (EPM/SS)  
 Operations Superintendent (Ops Sup)  
 Laboratory Officer (LO)  
 Assistant Laboratory Officer (ALO)

## JRSO onshore leadership

**JRSO Director:** Mitch Malone  
cell: (979) 204-9571\*  
office: (979) 845-4800\*  
email: [malone@iodp.tamu.edu](mailto:malone@iodp.tamu.edu)

**JRSO Assistant Director:** Gary Acton  
cell: (979) 220-2103\*  
office: (979) 845-5740\*  
email: [acton@iodp.tamu.edu](mailto:acton@iodp.tamu.edu)

## Texas A&M University

**TAMU Title IX Coordinator:** Jennifer Smith  
office: (979) 458-8167\*  
email: [civilrights@tamu.edu](mailto:civilrights@tamu.edu)

**HR Manager (Hub 1):** Reneé Weidemann  
office: (979) 845-2060\*  
email: [kwilliamson@tamu.edu](mailto:kwilliamson@tamu.edu)

**To report a complaint online:** <https://titleix.tamu.edu/report/>

Any of the resources listed above may be contacted from the ship via email or phone (\*979 area code is a local call from the ship). They are also available in person at Texas A&M University.