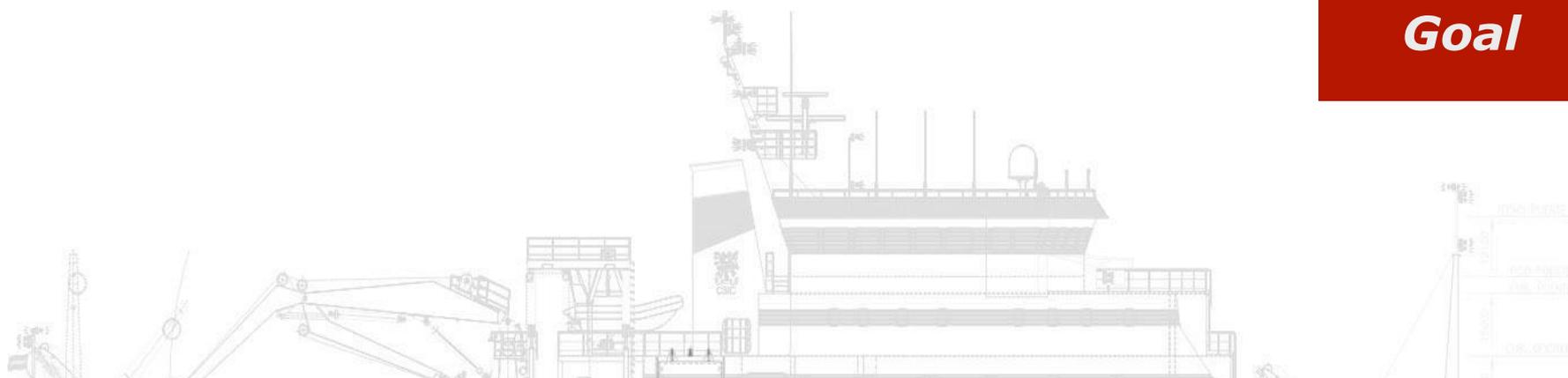
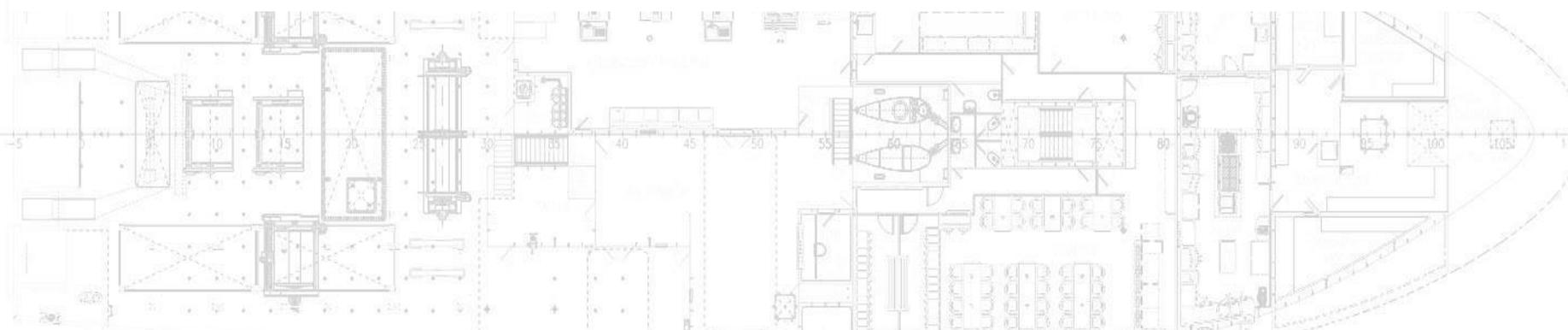




Protocols and procedures against harassment onboard the Spanish RV fleet.



Neus Romà Buyreu
10-13 June 2024

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- ✓ *Spanish National Research Council State Agency (CSIC) GENDER EQUALITY PLAN . Prevention and intervention protocol against sexual and gender-based harassment at CSIC*
 - ✓ *Action protocol against workplace harassment*
 - ✓ *From the theory to the practice: Key points*
 - ✓ *From the theory to the practice: research vessels fleet*
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AGE

General
State
Administration

✓ Near 528.000
workers



CSIC

Spanish
National Research
Council State Agency

✓ Near 15.000
workers

IEO

Instituto
Español de
Oceanografía

✓ Near 800 workers

UTM

Unidad de
Tecnología
Marina

✓ Near 100 workers

1. Spanish National Research Council (CSIC) GENDER EQUALITY PLAN . Prevention and intervention protocol against sexual and sex-based harassment at CSIC.

Organic Law 3/2007, of March 22nd, for the effective Equality of women and men Art 45.

AGE

- On 2011 I Plan for the equality between women and men
- On 2015 II Plan for the equality between women and men
- On 2020 III Plan for the equality between women and men

CSIC

- On December 2013 the CSIC approved the I Plan for the equality between women and men and the Action Protocol against sexual and sex-based harassment
- On 2015 approved the II Plan for the equality between women and men
- On 2022 approved the III Gender equality plan

UTM



1. Spanish National Research Council (CSIC) GENDER EQUALITY PLAN . Prevention and intervention protocol against sexual and sex-based harassment at CSIC.

Organic Law 3/2007, of March 22nd, for the effective Equality of women and men Art. 62

AGE

CSIC



UTM

- On 2011 the AGE approved the Prevention and intervention protocol against sexual and sex-based harassment

- On 2015 the AGE approved the Prevention and intervention protocol against sexual and sex-based harassment

- On 2024 the AGE approved the Prevention and intervention protocol against sexual and sex-based harassment

- On 2013 the CSIC approved the Action Protocol against sexual and sex-based harassment

- On 2020 approved new version of the Action Protocol against sexual and sex-based harassment

- On 2024 approved new version of the Action Protocol against sexual and sex-based harassment

- Protocol of prevention and intervention against sexual and gender-based harassment at CSIC (09/05/2024) English version

2. Action protocol against workplace harassment.

Spanish Constitution and Law 7/2007, on the Basic Statute of Public Employees

AGE

- On 2011 the AGE approved the **Action Protocol against workplace harassment**

CSIC

- On 2019 the CSIC approved the **Action Protocol against workplace harassment**

UTM



3. From the theory to the practice: Key points

Which key points must be apply in these protocols?

- ✓ **Information**. Inform all workers: about protocols, procedures, unwanted behaviors
- ✓ **Training**. Train staff
- ✓ **Consult** the staff about some aspects of life onboard
- ✓ Make **specific protocols** for the marine environment. Including **Preventive measures** and **action procedures** in case of detection of harassment

4. From the theory to the practice: research vessels fleet

What is the reality of research vessels?

- ✓ **Diversity of organizations/companies.** Participation of different organizations in oceanographic survey. Each organization/company with its protocols and procedures.

Should every person who participates in a survey have training in equality?

- ✓ **Variable, dynamic.** Occasionally adding staff at the last minute. For example, a substitution due to sick leave
- ✓ **Time.** Finite temporal space with a duration between days to weeks
- ✓ **Space.** Dimensions of the vessel, distribution of the cabins, bathrooms in common areas....

Conclusions

- ✓ *The priority objective is to avoid any type of harassment, work or sexual.*
- ✓ *The protocols must clearly state the preventive measures and the procedure for action in the event of harassment.*
- ✓ *To carry out the protocols, consultation with the institutions that manage the oceanographic survey is necessary.*
- ✓ *Information, training and consultation for workers is necessary.*
- ✓ *Dissemination sessions*

Thank you

