

COMNAP AGM XXX (2018)
Topical Break-out Group Session: Safety
Tuesday 12 June, 13:30-15:00
With a focus on preventing harassment

Facilitators: Simon Trotter & Agnieszka Kruszewska

Proposed topics/agenda:

1. Harassment / sexual harassment / bullying – overview (definitions, the scale of the issue);
2. The examples of an harassment in the different businesses – climbing, military, entertainment business etc.;
3. For discussion/consideration by all:
 - a. Scenarios prepared and presented by US Antarctic Programme
 - b. Examples of policies from UK National Health Service (as provided through the Joint Expert Group on Human Biology & Medicine)
 - c. Other policies that exist with questions to presented scenarios/policies.
4. Overview questions – more generic, to think about during the session:
 - a) How can we prevent harassment in the Antarctic workplace?
 - b) What shall we do if harassment incident is reported?
 - c) How we would handle it? Do we have policies/practices with respect to harassment in our programs?
 - d) Do we have an official way to report such incidents within our programs? or Can we design what would be the most appropriate way to report such a incidents?
 - e) Do we include in our training courses a module about harassment in the workplace for expedition leader and expedition members?
 - f) How can we protect remotely/provide advice and counselling, our employee? From the feeling of isolation after an event, including possible ostracism within the group after reporting harassment incident–information flow recommendations; protection/policies for winter-over populations; etc;
5. Discussion over already introduced solutions – presentations by NAPs;
6. Discussion over recommended solutions.

Preventing Harassment in Antarctica Safety Expert Group Workshop

The COMNAP Annual General Meeting XXX (2018)
Garmisch-Partenkirchen, Germany

Harassment Safety Group

Harassment is defined as any unwelcome verbal or physical conduct based on race, color, religion, sex (includes sexual harassment and discrimination based on pregnancy), disability, age, national origin, sexual orientation, and protected genetic information that is so objectively offensive as to alter the conditions of the individual's employment.

Sexual Harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when the conduct is made as a condition of employment and when the conduct creates an intimidating, hostile, or offensive working environment.

(the source: The United States Antarctic Program – Affirmation of Non-Harassment Policy Statement)

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Bullying is a persistent pattern of mistreatment from others in the workplace that causes either physical or emotional harm. It can include such tactics as verbal, nonverbal, psychological, physical abuse and humiliation.

Harassment Safety Group

Workplace harassment includes different types of discrimination and acts of violation that are not confined to one specific group.

The wide-ranging types of workplace harassment can be loosely categorized into emotional and physical abuse. All of these forms of workplace harassment target various groups, including women, racial minorities, homosexuals, people with disabilities and immigrants.

In essence, workplace harassment requires pluralistic understanding, because it cannot be grasped in one coherent and concrete definition.

(the source: Rosa Ehrenreich (1999). "Dignity and discrimination: toward a pluralistic understanding of workplace harassment". *Georgetown Law Journal*. Georgetown University Law Center)

Harassment Safety Group

Harassment/sexual harassment/bullying unreasonably interferes with an employee's performance, and can create an intimidating, hostile, or offensive work environment.

(the source: The United States Antarctic Program – Affirmation of Non-Harassment Policy Statement)

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In the United States, an online survey conducted in January 2018 seeking a comprehensive picture reported that 81% of women & 43% of men said they had experienced sexual harassment or assault over their lifetimes — higher than most other studies and polls have suggested.

Compared with several previous studies, this survey asked about a broader range of behaviors in multiple locations: on the streets and public spaces, in workplaces and schools, online and in homes.

The survey was conducted by Gfk (Growth for knowledge <https://www.gfk.com/>) and pro bono data analysis was completed by the UC San Diego Center on Gender Equity and Health

Harassment Safety Group

#MeToo campaign has shown that sexual harassment in the workplace is a large-scale societal problem

#MeToo was used for the first time as a hashtag on social media in October 2017, but the movement itself was initiated in 2007

the reason behind creating #MeToo was to help to demonstrate against sexual assault and harassment, especially in the workplace

the prevalence of sexual violence has been estimated by the World Health Organization to affect one-third of all women worldwide

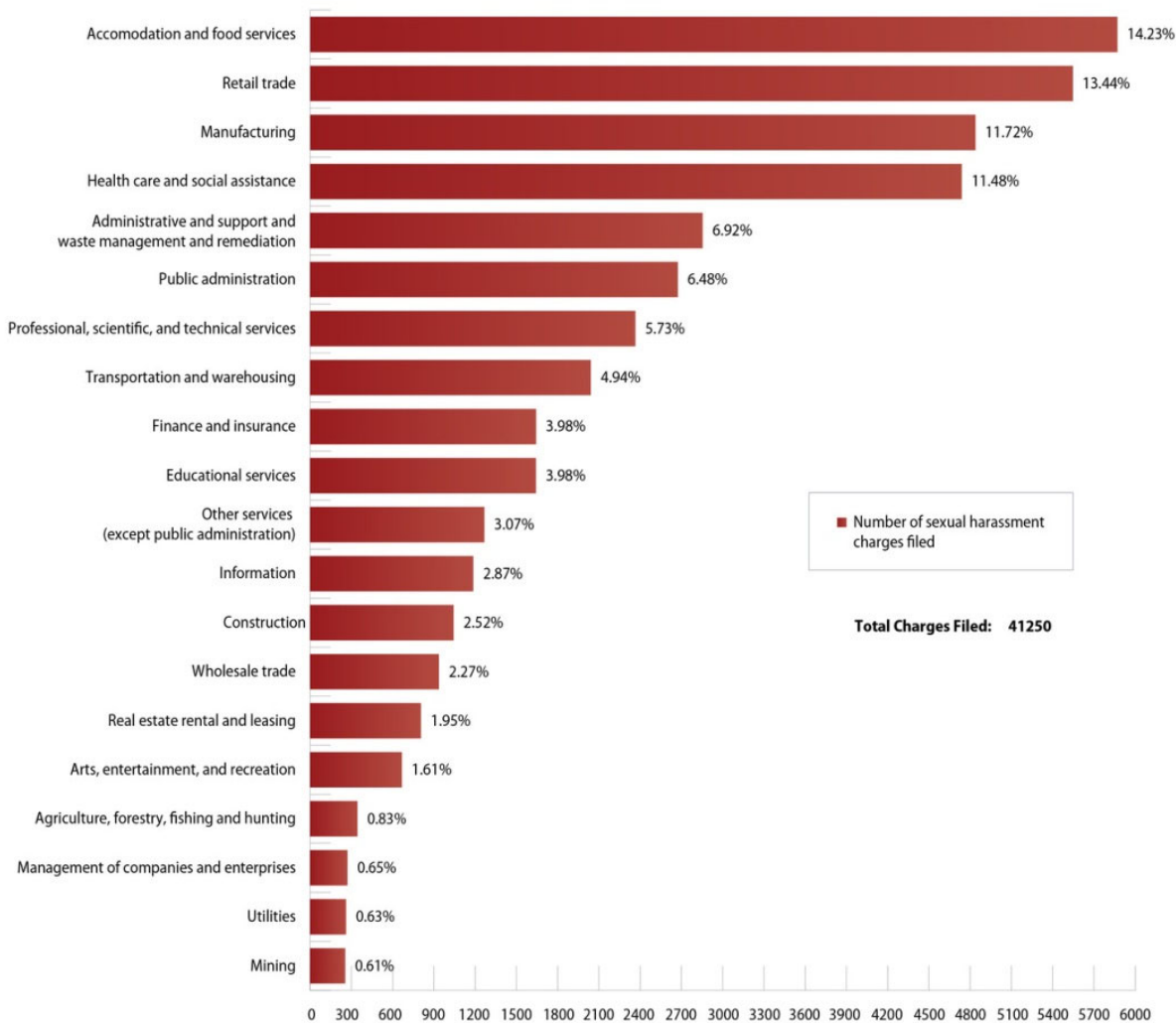
#MeToo had been used more than 500,000 times after 24 hours since it was tweeted for the first time

on Facebook the hashtag was used by more than 4.7 million people in 12 million posts during the first 24 hours

#MeToo was chosen as Time Person of Year in 2017

FIGURE 2

Total sexual harassment charges filed, by industry, fiscal years 2005 through 2015



Jocelyn Frye / Center for American Progress

Source: Author's calculations of fiscal year 2005 through 2015 charge filing data from the U.S. Equal Employment Opportunity Commission; unpublished data on file with author.



Harassment Safety Group

The worldwide discussion and movement against harassment in all aspects of our lives are defining specific goals in our societies:

- inspiring legal changes
- changing cultural norms
- updating harassment policies
- improving training in workplaces
- effectively protect victims

Harassment Safety Group

There is general agreement that a lack of effective reporting options is a major factor that drives unchecked misconduct in the work place.

As a result of the Workshop discussion (AGM XXX, 2018, Garmisch-Partenkirchen, Germany) the following outcomes were agreed:

- Share on COMNAP Member's only webpage national Antarctic program training and policies.
- Review training: "Are the correct people doing the 'right things'?" Is your selection process working?
- We are dealing with people. COMNAP is all about people. Step up, deal with the situation. It is human relations; make progress.
- Behavior is situation dependent.
- Follow-up on reporting of a situation or behaviour that is not appropriate, practice due diligence and follow through.
- Level of policy development-we may not all be at the same level. So we can all learn from each other and make advances.
- Share any projects covering psychology in the Antarctic, including pre-planning, and any published research by way of COMNAP webpage.
- COMNAP to continue to lead further collaborative work on this topic to assist all national Antarctic programs to address and prevent harassment in the workplace, including in the Antarctic.

Safety with a focus on harassment (see Meeting Paper 9.1 and PPT23)

Safety Expert Group Leader: Simon Trotter (New Zealand); VC Oversight: Agnieszka Kruszewska (Poland)

Simon reported back on this well-attended, interactive session which used scenarios and small group discussions to explore harassment, bullying and behaviours which were threatening or made people feel unsafe in their workplace in Antarctica. It was recognised that we are from a range of cultures. Yet, it was a very useful opportunity to share experiences and responses to unwelcome behaviours. Key outcomes from the discussions were:

- There is a strong need for a “safe” environment for reporting harassment. This is sometimes difficult to provide in close communities, especially in the smaller winter-over groups or in field situations.
- Leadership is important. Station Leaders/managers should lead by good example, should take each report of harassing behaviour seriously and manage the consequences in an appropriate manner.
- A COMNAP Member’s Only webpage where policies and best practices can be shared would be useful.