

**Bermuda Institute of Ocean Sciences (BIOS).
RV Atlantic Explorer's PARTICIPANT CODE OF CONDUCT CONTRACT**

Cruise: _____ **Start Date:** _____ **End Date:** _____

Participant Name: _____

Participant Agreement of Code of Conduct while onboard or activities leading to the cruise, such as traveling or time spent preparing for the cruise.

TO BE READ AND SIGNED BY THE PARTICIPANT

I will comply with all *RV Atlantic Explorer's* rules, standards, and instructions for participant behavior described in the BIOS Civility at Sea Module III. In addition, I understand I am responsible for helping make all activities a **safe and inclusive experience for everyone** through my behavior and conduct. This contract agreement is required between BIOS, the *RV Atlantic Explorer*, and all employees, researchers, students, and volunteers.

By signing this contract, I agree to the following terms:

Participant Contract

- I agree to be on time for all Atlantic Explorer's activities and drills (e.g., science meetings, crew instructions, ship drills, and special events). I am responsible for knowing where I should be during all activities and when each activity starts.
- I agree to promote an environment that is inclusive and free of discrimination, violence, bullying, and harassment for everyone, regardless of gender, race, sexual orientation, disability, physical appearance, age, mental or physical health, HIV status, political opinion, or religion.
- I understand the Atlantic Explorer has zero tolerance for harassment, violence, and physically or verbally threatening behaviors (see the explanation of sexual and other harassment below).
- I will do my best to be positive and maintain an atmosphere of mutual caring, respect, and understanding. Furthermore, I will participate willingly and enthusiastically in all activities to the best of my ability.
- I will always wear appropriate attire when working in the lab and on deck, as outlined by the Captain and crew.
- I agree to always be respectful towards team personnel, including but not limited to the ship's crew, ship's officers, marine technicians, and science team members.

I have read and agree to the above guidelines. I understand failure to comply with these guidelines may result in my employer/supervisor being informed and disciplinary actions at my relevant institution.

Safety is our top priority. As such, engaging in these behaviors will result in suspension from all activities onboard and potential suspension from future research cruises.

Signature

Date

Printed name

Appendix and definitions:

Harassment is any unwanted behavior, physical or verbal (or even suggested), that makes a reasonable person feel uncomfortable, humiliated, or mentally distressed.

What is Sexual Harassment?

Sexual harassment has many forms. A person sexually harasses someone when they:

- Insinuate, propose or demand sexual favors of any kind
- Invade another person's personal space (e.g., inappropriate touching)
- Stalk, intimidate, coerce or threaten another person to get them to engage in sexual acts
- Send or display sexually explicit objects or messages
- Comment on someone's looks, dress, sexuality or gender in a derogatory or objectifying manner or a manner that makes them uncomfortable
- Makes obscene comments, jokes, or gestures that humiliate or offend someone
- Pursue or flirt with another person persistently without the other person's willing participation. Also, flirting with someone at an inappropriate time (e.g., a team meeting) is considered sexual harassment, even when these advances would have been welcome in a different setting. These actions can harm a person's professional reputation and expose them to further harassment.
- The most extreme form of sexual harassment is sexual assault. Sexual assault is a severe crime, and we will support anyone who wants to press charges against offenders.

What other kinds of discrimination/harassment are there?

People can be harassed, bullied, and discriminated against because of gender, race, sexual orientation, disability, country of origin, physical appearance, age, mental or physical health, HIV status, political opinion, or religion. The forms of harassment, bullying and discrimination may include sexist, racist, and other exclusionary imagery and language, including "jokes."