



U.S. GO-SHIP Code of Conduct

This code of conduct specifies expectations for/of participants on U.S. GO-SHIP cruises, and is supplemental to the guidelines and rules specified by vessel operators, home institutions, and employers. U.S. law provides protections against [workplace harassment](#). These and similar laws apply on U.S. flagged vessels. Participants on U.S. GO-SHIP cruises are expected to behave in accordance with U.S. law irrespective of the flag of the vessel operator.

U.S. GO-SHIP embraces diversity, equity, and inclusion as pillars to create a **respectful and safe environment** in which excellence, personal growth, communication, and professional development can thrive. Our community shares principles and values (see **U.S. GO-SHIP Values** below) that are vital for the success of the program and the well-being of each participant. Our program strives to contribute to essential global ocean data collection, while providing an invaluable opportunity for student and leadership training. U.S. GO-SHIP is committed to operating in a **fair, cooperative, and professional environment**, ensuring an **inclusive, safe, and productive climate at sea and ashore**. We expect anyone who participates in our program to practice respect for others, regardless of their race, gender identity, sexual orientation, creed, culture, or social affiliation.

Research cruises typically involve long working hours in close quarters with others for extended periods of time. It is therefore important that everyone on the ship actively participates in maintaining a collegial environment and works to recognize and defuse potential problems or tensions that may arise. **Active bystander training is encouraged prior to participation on a GO-SHIP cruise.** All cruise participants, as well as participating PIs and support personnel onshore, are expected to practice compassion, tolerance, and respect at all times. A range of resources are available to participants (see **List of Resources** below) to help respond to problems that may arise.

Participation in U.S. GO-SHIP cruises is contingent upon following this Code of Conduct and abiding by the U.S. GO-SHIP Values. Participants who do not follow these guidelines may be subject to disciplinary administrative and/or legal actions through GO-SHIP, their home institution, or other entities. For example, at the discretion of the Chief Scientist and the Captain, an individual may be banned from certain areas of the ship or prevented from participating in the cruise. Individuals acting as supervisors must report potentially illegal actions. Misconduct that cannot be corrected at sea will be reported to the GO-SHIP Executive Council, who will follow up with the parties involved. After systematic review the offending individual may be removed from participation in future GO-SHIP cruises.

Responsibilities of cruise participants are enumerated below:

1. I have watched the two UNOLS Shipboard Civility videos within the past year, available at <https://www.unols.org/shipboard-civility>.
2. I have read and understood the U.S. GO-SHIP Values below, and will maintain respectful, professional, and inclusive behavior.
3. I have read and understood the List of Resources available to GO-SHIP cruise participants to report harassment or a Code of Conduct violation below, and I have identified additional resources that are available to me through my university or government lab.
4. I will be honest, accountable, and open with other cruise participants. I will strive to include others in scientific discussions to the extent possible. When I make a mistake, I will admit my fault and strive to do better.
5. I will avoid deliberately gossiping about any group, organization, country, or individual team member; making false or misleading statements concerning them; or engaging in activities that could be viewed as offensive or defamatory to them.
6. I will be supportive of others on the ship and avoid promoting a culture where “roughing it” or putting up with adversity is seen as a rite of passage.
7. I will ask for help when I need it and will respect those who ask for help. I recognize that people have different strengths, and that some disabilities are invisible.
8. I recognize that I am a guest in an environment that is a home to the ship’s officers and crew. I will respect the ship’s officers and crew, and I will recognize and respect the hierarchy of the ship.
9. I will work to ensure the safety of others.

I have read the U.S. GO-SHIP Code of Conduct and understand my responsibilities as a U.S. GO-SHIP cruise participant.

<i>Name</i>	<i>Date</i>	<i>Cruise</i>
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U.S. GO-SHIP Values

The following values are held by U.S. GO-SHIP. It is expected that all participants will share these values and work to foster a culture in accord with these values. Any behavior that is not in concert with these values should be reported to the Chief/Co-chief Scientist, the U.S. GO-SHIP program manager, and/or the US GO-SHIP Executive Committee chairs.

- **Respect, dignity, and professionalism**
 - Cruise participants should not experience or witness misconduct from other members as defined by the Code of Conduct. Accusations of misconduct shall be taken seriously and acted upon swiftly.
 - All cruise participants should expect a professional workspace, and may request that any non-work-related discussions and behavior be taken outside of that workspace.
 - Cruise participants should treat each other with respect and refrain from knowingly making offensive comments.

- **Privacy**
 - Each cruise participant will respect the privacy of the other members' space; for example, by not entering berthing spaces without permission or unnecessarily disturbing a team member in their room during off-shift hours.
 - All cruise participants have the right to privacy when using the bathroom.
 - Personal information, including but not limited to assigned name, sex, gender, pronouns, sexual orientation, and marital status, shall not be shared outside of the wishes of each team member. Note, however, that some information may be needed by the chief scientist to assist in determining berthing on the ship.

- **Communication**
 - In most cases, cruise participants will have access to email and text messages, although there may be instances when privacy in using these communication methods cannot be guaranteed when using the ship's information system. On such cruises, a communication channel (e.g., a satellite phone) will be identified by the Chief Scientist to enable private communication with others outside the ship for the purpose of reporting or discussing harassment or a Code of Conduct violation, such as with people listed under "Land-based Resources" in the List of Resources below.

- **Anonymity and protection from retaliation**
 - Any cruise participant who reports or is accused of harassment or a Code of Conduct violation through GO-SHIP channels shall maintain their anonymity to the extent possible throughout the reporting process.
 - GO-SHIP does not tolerate retaliation of any sort against someone who makes a good-faith complaint or report against anyone else on the ship or against part of the GO-SHIP community.

- **Safety**
 - All cruise participants may refuse or pause work if they have not been adequately trained, if proper equipment is not provided, or if equipment has been poorly maintained.
 - All cruise participants shall have access to, and training on, appropriate safety equipment for their role on the ship.

List of Resources

The following is a list of resources available to GO-SHIP cruise participants to report a Code of Conduct violation or to discuss an uncomfortable situation and recommend or assist in next steps as necessary.

Ship-based resources

- **A trusted friend, mentor, or more experienced cruise participant.** This resource is available primarily to discuss situations that may have arisen and to recommend or assist with next steps as necessary.
- **The Chief Scientist and co-Chief Scientist** are responsible for the science party and should be approached for concerns about work environment or personnel issues. Depending on the severity of the offense, they will attempt to defuse and mediate the situation internally, consult with the Captain/Commanding Officer on appropriate disciplinary measures, and/or assist in filing an official report.
- **The Captain/Commanding Officer** is responsible for the ship and the crew. Depending on the severity of the offense, they will attempt to defuse the situation internally, consult with the Chief Scientist on appropriate disciplinary measures, and/or assist in filing an official report.

Land-based resources

If necessary, communication devices will be provided to communicate with these resources.

- **University or government lab resources** at your home institution will have designated resources to support you while in the field. Individual participants should inquire about these resources before field work begins for their individual institutions.
- **The Fieldwork Initiative** promotes training and offers assistance primarily for issues of sexual assault and sexual harassment (SASH) of women, non-binary, and LGBTQ+ researchers in the field. More information is available at their website (<https://fieldworkinitiative.org/>) and they can be reached at:
 - Email: fieldworkinitiative@gmail.com
 - Twitter (DM): @MeTooFieldwork
 - Facebook: Women* in the Field ([link](#))
- **Ship-based UNOLS Resources** are provided for each ship, based on its university affiliation. The UNOLS Shipboard Civility website (<https://www.unols.org/shipboard-civility>) has information for each university with a UNOLS vessel.
- **GO-SHIP support staff**
 - Melissa Miller (UCSD) is the U.S. GO-SHIP assistant project manager and is available as a resource for anyone at sea. She can be reached at: mtm002@ucsd.edu
 - Tomomi Ushii (UCSD) is available as a resource primarily for student participants on U.S. GO-SHIP cruises. She can be reached at: tushii@ucsd.edu
 - The U.S. GO-SHIP project manager, Alison Macdonald (WHOI), is available as a resource for anyone at sea. She can be reached at: amacdonald@whoi.edu
 - Brendan Carter (UW/PMEL) is the co-chair of the U.S. GO-SHIP program and is available as a resource to anyone at sea. He can be reached at: brendan.carter@noaa.gov



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