



International Organization of
Masters, Mates & Pilots

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Union Sisters & Brothers:

All seafarers must have a safe workplace free of fear, harassment, coercion, bullying and assault – be it sexual in nature or any other type. The recent reports that have emerged in the maritime press about an alleged 2019 rape of an anonymous female U.S. Merchant Marine Academy cadet are deeply disturbing. If true, an appalling crime has been committed. The International Organization of Masters, Mates & Pilots (MM&P) urges that a thorough investigation be conducted. If found guilty, the perpetrator(s) of this outrage must be punished to the full extent of the law.

It is clear to all in the maritime industry that not enough has been done to see that bullying, harassment of any type, including sexual harassment, and assault are eliminated – aboard ship or ashore. MM&P is committed to doing more to educate, protect and demand mutual respect within the ranks of our membership and within the industry.

During our Union's most recent Constitutional Convention in August 2020, our elected delegates and rank and file members voted overwhelmingly to elaborate on one of the guiding principles of our organization. That principle is the duty of every member to treat each other with due respect and consideration. This longstanding duty (Article III, Section 2(e)) was revised to add the following language:

... Treating other Members with due respect and consideration includes actively opposing all forms of bullying, harassment, prejudice, and unfair discrimination based on race, creed, color, sex, religion, age, sexual orientation, or national origin.

The membership and leadership of MM&P are thereby committed to the active opposition to any type of harassment, bullying or discriminatory behavior. It is our collective duty to protect and respect not only our own members, but, as maritime professionals and decent human beings, to extend this duty to our shipmates and all seafarers.

When a member sees harassment, bullying or illegal discriminatory behavior the alarm must go off! Such conduct must immediately be stopped and/or reported. Turning a blind eye is not an option. The hierarchy aboard ship, the power relationship inherent in that structure and the closed shipboard environment can be a deeply coercive environment. Mariners must not be compelled to endure an oppressive, unsafe shipboard environment for the sake of their paycheck, career, or reputation. This is unacceptable.

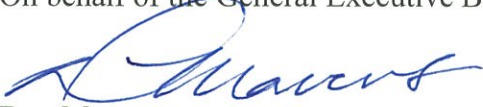
There are five membership groups in our organization all of which have a female representative. Currently, our leadership is in the process of taking the following affirmative steps to educate our members about bullying and harassment, to protect our members who are vulnerable, and to promote mutual respect:

- Our female representatives from each group, with full support of all available MM&P resources, are working within our administration to develop a women's caucus group that will set their own agenda and establish a confidential female-run helpline for our female members. This group, once up and running, will be open to all female MM&P members and applicants. It will reach out to cooperate and work collectively with other women's groups in the industry.
- We will be developing a resource package to educate *all* our members to identify the problem and to advise our members what actions to take to best ensure a safe, respectful workplace.
- Our mission to educate our members on this subject will include enhancing our Offshore member familiarization course to include diversity, equity, and inclusion training. This discussion will be a staple part of all upcoming membership meetings.

Realizing we are dealing with a societal problem that can be seriously exacerbated aboard ship, every member must share the commitment to speak out and act when they observe shipboard bullying, harassment, or illegal discrimination.

MM&P members are professional mariners. We often lead aboard ship as masters or senior officers. Our personal example and insistence on the safety and respectful treatment of our shipmates is the essence of leadership. Whatever the rating, experience, or qualifications, a good shipmate protects their co-workers and does not tolerate abuse.

On behalf of the General Executive Board,



Don Marcus
International President