

Harassment Policy Statement

The yacht and its shore side representatives are committed to providing a safe environment for all crew onboard and workers ashore, free from discrimination and from harassment at work; including bullying, sexual harassment and cyber bullying. The yacht owner and managers operate a zero-tolerance policy for any form of harassment in the workplace and will treat all incidents reported seriously and in strict confidence.

All complaints of harassment will be taken seriously and treated with respect. No one will be victimized for making such a complaint and the company commits to promptly investigate all allegations of harassment.

Any person found to have harassed another may well face disciplinary action, up to and including dismissal from employment.

If you do not feel comfortable raising a complaint yourself, you may ask a friend or colleague to do so on your behalf. You will not be penalized by the company for making a complaint, provided it is not vexatious or made maliciously.

Definition of Harassment

Harassment is unwelcome conduct of a nature which makes a person feel offended, humiliated and/ or intimidated which create an environment which is hostile, intimidating or humiliating for the recipient.

Harassment can involve one or more incidents and may be physical, verbal and non-verbal. Examples of conduct or behavior which constitute harassment include, but are not limited to:

Displaying or circulating offensive or suggestive material, innuendo, mockery, lewd or sexist/racist/homophobic jokes or remarks;

Comments about a person's physical appearance or character which cause embarrassment or distress to that person;

Unwelcome attention such as spying, stalking, tampering with personal property, pestering, overly familiar behavior or unwelcome verbal or physical attention;

Making or sending unwanted, sexually suggestive, hostile or personally intrusive telephone calls, written notes, text messages, emails, and comments on social networks;

Unwarranted, intrusive or persistent questioning or spreading rumors about a person's age, marital status, personal life, sexual interests or orientation, or similar questions about a person's racial or ethnic origin, including their culture or religion;

Unwelcome sexual advances or repeated unwelcomed dating requests;

Suggestions that sexual favors may further a person's career, or that by not offering them may adversely affect their career, and;

Leering, rude gestures, touching, grabbing, patting or other unnecessary bodily contact such as brushing up against others.

Anyone can be a victim of harassment, regardless of their sex and of the sex of the harasser.

Harassment may also occur between people of the same sex. What matters is that the sexual conduct is unwanted and unwelcome by the person against whom the conduct is directed.

Sexual harassment may be attributed to a gross misconception or manifestation of power for the position held aboard, for example a captain or head of department harassing junior or less seasoned crew members.

A procedure for onboard complaints will always be posted. (per MLC 5.1.5 On-board Complaints Procedure) along with relevant contact information for confidential reporting to shore of harassment incidents aboard.