Chapter II.E.9, **Safe and Inclusive Working Environments for Off-Campus or Off-Site Research**, describes the new requirement for the AOR to certify that an organization has a plan in place for safe and inclusive research for any proposal that proposes to conduct off-campus or off-site research. This section also provides considerations for plan development, communication, and dissemination.

9. Safe and Inclusive Working Environments for Off-Campus or Off-Site Research

It is NSF policy (see Chapter XI.A.1.g.) to foster safe and harassment-free environments wherever science is conducted. NSF's policy recognizes that a community effort is essential to eliminate sexual and other forms of harassment in science and to build inclusive scientific climates where people can learn, grow, and thrive. Accordingly, for each proposal that proposes to conduct research off-campus or off site[44], the AOR must complete a certification[45] that the organization has a plan in place for that proposal that describes how the following types of behavior will be addressed:

a.   Abuse of any person, including, but not limited to, harassment, stalking, bullying, or hazing of any kind, whether the behavior is carried out verbally, physically, electronically, or in written form; or

b.   Conduct that is unwelcome, offensive, indecent, obscene, or disorderly.

This plan should also identify steps the proposing organization will take to nurture an inclusive off-campus or off-site working environment, e.g., trainings; processes to establish shared team definitions of roles, responsibilities, and culture, e.g., codes of conduct; and field support, such as mentor/mentee support mechanisms, regular check-ins, and/or developmental events

Communications within team and to the organization should be considered in the plan, minimizing singular points within the communications pathway (e.g., a single person overseeing access to a single satellite phone), and any special circumstances such as the involvement of multiple organizations or the presence of third parties in the working environment should be taken into account. The process or method for making incident reports as well as how any reports received will be resolved should also be accounted for.

The organization's plan for the proposal must be disseminated to individuals participating in the off-campus or off-site research prior to departure. Proposers should not submit the plan to NSF for review.

UNOLS Resources for the U.S. Academic Research Fleet (ARF)

- Maintaining an Environment of Respect Aboard Ships (MERAS) Committee (https://www.unols.org/committee/maintaining-environment-respect-aboard-ships-meras)
1. Revisit information that you are requesting from participants to ensure you are protecting legal name and gender on identification documents.
    - Name in use for public documents, muster lists, and berthing charts
2. Review workstations, tools, PPE, and living areas for inclusive designs and equal access.
    - Adequate sizes for fall protection harnesses and immersion suits
    - Provide pregnancy and nursing accommodations onboard and period products with private disposal
    - options in public heads

- Module II- The National Science Foundation and the Office of Naval Research, in collaboration with the UNOLS MERAS subcommittee and UNOLS operators, created a second video to address situations specific to research vessels. It is a supplement to Module I and builds on some of themes introduced in the first video. Module II video is required viewing for participants of research expeditions that take place aboard any vessel within ARF. When possible, it is recommended that both videos be watched as a team and its themes discussed before getting underway. (UNOLS also working on Questions/Answers for the operators during the discussion, as well as translations0.

Watch at: https://www.youtube.com/watch?v=QIkuffO8vn4