



THE SEAFARERS' VIOLENCE METER

Are you a victim of, or have you witnessed harassment? You are not alone. The entire seafaring sector is here to support you.

YOU ARE IN A RESPECTFUL PROFESSIONAL ENVIRONMENT	1 You have the time to do your job properly, without pressure.	Colleagues and managers are attentives and take appropriate measures when you are in trouble..
	2 Your skills are recognized and valued.	
	3 In your professional environment, you find the support that you need.	
BEWARE! SEXIST BEHAVIOR AND ACTIONS VICTIMS AND WITNESSES NEED TO SPEAK OUT	4 People in your team sometimes make comments or allusions about certain people: their appearance, their clothes, their private life. You are afraid of being excluded if you disagree with these remarks.	<i>"You saw what she's wearing, she's just a temptress/ he looks like a pussy!"</i>
	5 People use familiar nicknames.	<i>"You've got a cute little ass in that!"</i>
	6 Some people in your professional environment are mocked, ignored or shunned.	Men considered not manly enough are not invited to social events.
	7 Around you, images and/or "jokes" of a sexist or sexual nature, circulate verbally, by email, or are displayed.	Calendars of nude women or men are displayed on gangways, in the engine room, in common areas or shared cabins.
	8 You are constantly interrupted, or someone speaks in your place. Whatever you say is downplayed.	Whenever Nathalie speaks in a meeting, Julien cuts her off a few minutes later to pick up her ideas and propose them as his own.
	9 You are given useless or demeaning tasks.	<i>"We'll let you make the coffee, women/sissies do it better than us real men!"</i>

HARASSMENT, SEXUAL ASSAULT OR RAPE

10 You are **infantilized** and/or **belittled** because you are a woman or a man.

You are subject to **excessive surveillance** and do not have access to certain **information** useful for your work which is **deliberately kept from you**.

11 The organization on board **isolates you**, work is organized so that you are **not present** during collective times.

*"We decided that while you were on watch, **you should've been there**."* *"You mustn't be very tired, we never see you."*

12 Your work is **constantly monitored** implying that you don't know how to do it, or that you are too physically weak to do it.

*"I'll do that **you might break a nail**, this is too heavy for you, **let the real men do it**."* *"I'll check because that's not a job for you."*

13 You have been spoken to, or **received gestures of a sexual nature** / you have received unwanted **sexual propositions** to your face, on the telephone, by e-mail or on the internet, which have made you feel uncomfortable.

Comments about your private life, **obscene remarks, sexual gestures**, distribution of pornographic images. *"If you want a nice bonus this year, **you'll have to be very nice to me**."*

14 You have been **insulted** to your face, on the phone, by e-mail or on the Internet. Your **reputation** has been smeared, and rumors spread about you.

Colleagues make **comments** on Facebook about **your supposed affair** with the chief engineer, the captain.

15 People have **tried to intimidate you** by threatening you or by shouting, banging their fists or breaking things.

You disagree with another person who **uses strong arm tactics** to make you change your mind. .

16 Against your will, someone has touched your breasts, your buttocks, your thighs, your hips. You have been cornered for a kiss. Someone has rubbed up against you or pushed themselves on you.

You have been forced to have a **massage**, certain parts of your body have been touched, in private, or in public... Someone puts their hand on your backside.

17 You have been forced to give or receive sexual gratification. Someone has tried or succeeded in having sex with you against your will.

Any act of sexual penetration or any sexual act involving the mouth or genitals committed using violence, force, threat or surprise is rape.

AGGRAVATING CIRCUMSTANCES

> Since your resistance to some of the above-mentioned acts or behavior, your **working conditions and organization** have been unfairly changed.

Since you **refused an invitation** to dinner, and since you threatened to tell all, your **schedule has been changed**, you are not given the leave you requested, you are given a bad review or score...

> After speaking out about what happened, you are kept away from everyone. Your work is **sabotaged, hidden, destroyed** or stolen. Your experience is downplayed, by **minimizing the seriousness** of what happened or blaming you.

Since you blew the whistle on the sexist behaviour of your colleagues, **you have been sidelined**. You are told that you must be **over-dramatizing things** because everyone knows your colleague is not like that. You are told that you are **hysterical, vulnerable** or not cut out for the work and/or the company.

**ALL HANDS ON DECK
AGAINST BULLYING
AND HARASSMENT**

harcelement-toussurlepont.fr

Contact your coordinator or these numbers:
CONFIDENTIAL CONVERSATION

AT SEA ▶ the **CCMM** **+33 5 34 39 33 33**
ASHORE ▶ the **CRAPEM** **+33 6 11 21 40 30**
▶ the **SSM** **+33 2 40 71 01 50**



**SECRÉTARIAT D'ÉTAT
CHARGÉ DE LA MER
ET DE LA BIODIVERSITÉ**
Liberté
Égalité
Fraternité

CCMM: the maritime medical consultation centre, CRAPEM: Centre for Psychological Help at Sea, SSM: Maritime Social Services