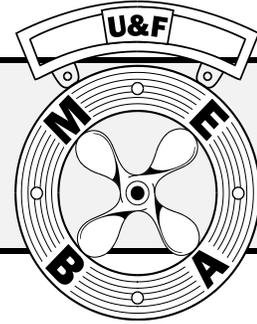


M.E.B.A. ANTI-HARASSMENT STATEMENT



Sexual harassment and assault have no place in our Union or on our vessels. The Marine Engineers' Beneficial Association is committed to providing workplaces that are free of sexual harassment, assault, or other unwanted behavior. Simply put, M.E.B.A. will not tolerate sexual harassment or assault by any of its members or applicants.

What is Sexual Assault?

- Intentional sexual act without the other person's affirmative consent
- Rape & Attempted Rape
- Groping & All other unwanted sexual touching or touching motivated by the gender of the victim

What is Sexual Harassment?

- Sexual assault & Unwelcome sexual advances
- Requests for sexual favors
- Verbal, visual, or physical conduct of a sexual nature
- The victim can be anyone, of any gender. (*i.e.*, it does not have to be man-on-woman; it can also be man-on-man)
- The harasser can be a co-worker or supervisor & It can occur on-watch or off-watch

Examples of Sexual Harassing Conduct include:

- Sexual assault (*i.e.*, unwanted sexual advances)
- Explicit or implicit unwanted sexual propositions
- Offering employment benefits in exchanges for sexual favors
- Persisting, making threats, or Retaliating after negative response to sexual advances
- Sexual innuendo or sexual comments about a person's body, their sex life, or sexual deficiencies
- Jokes of sexual nature (including "catcalls")

- Obscene language shared in letters, notes, text messages or email
- Physical contact or unwanted touching to impress one's physical stature over another
- Displaying, sharing, or discussing porn, sexually suggestive photos, cartoons, or posters

Sexual Harassment is a form of Discrimination - plain and simple. It will not be tolerated in our Union.

If you experience or witness sexual harassment in the workplace, M.E.B.A. encourages you to report the incident(s) through the appropriate Employer channels. **If you see something, say something.** If Employer channels are not immediately available, M.E.B.A. encourages you to report allegations to your union representative or by calling the M.E.B.A. Emergency Hotline at **1-888-519-0018**. (Note: You do not need to report a complaint to your supervisor if they are the offending individual; you can go around that person to the next highest supervisor.) In any event, M.E.B.A. will cooperate with and support any investigation necessary to address allegations of sexual harassment or assault.

If you have questions about this notice, please contact the M.E.B.A. Headquarters at (202) 638-5355 or by email at mebahq@mebaunion.org.

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Adam Vokac, President