

## **FIRST SET OF SCENARIOS:**

### **S1.1 Not getting a word in...**

You are a junior person on a multi-week cruise/expedition. A senior PI from another institution, whom you respect and are interested in collaborating with, is making a habit of talking over you and interrupting you in science team meetings and group discussions. The senior person is excited about the science going on in the cruise, but either knowingly or unknowingly talks over you every time you try to participate in the conversation. What can you say or do to get your voice heard?

#### ***TWISTS:***

- *consider also from point of view of bystander*
- *you (the junior person) insist on making your point, but the senior person just ignores your comments. The next day, you overhear the crew laughing about the exchange, calling you (the junior person) very bossy, and considering how they can bring you down a peg*
- *the next day you hear the senior PI passing on your idea to someone else as if it is their own*
- *do your reactions change depending on the gender of the people involved*

### **S1.2 Can you catch a mooring?**

All day long the entire science and deck crew have been recovering buoys, which involves throwing a grapple hook to catch the buoy before hauling it onto the ship. You are the Chief Scientist and you want a new student to try the grapple, even though you suspect they will have a hard time getting the hang of it. You insist they try, but several throws fail to get anywhere close to the buoy. The crew begin to snicker, then make comments out-loud about what a waste of time this is. The bosun comes up to you (the PI) and demands to make the next throw so that "we can just get this done". How do you get the buoy back, make the experience less miserable for the student, and stand your ground with the bosun?

#### ***TWISTS:***

- *consider from the viewpoint of the student throwing the grappling hook*
- *consider from the viewpoint of a bystander*
- *you pass the event off successfully, but the next day you find the crew teasing the new student*
- *Does your reaction change if the bosun addresses the student directly?*
- *What if it is the captain who intervenes to "just get this done"?*
- *do your reactions change depending on the gender of the people involved*

### **S1.3 Whose deck is it anyway?**

You are a PI loading a ship for a 4 day cruise with a busy schedule on a vessel from a different university. You assign your experienced field technician to work with the crew to organize the back deck while you work inside the ship. When you return to deck, you find the deck organized the wrong way and your tech arguing with the bosun. What do you do?

#### ***TWISTS:***

- *consider from point of view of the field tech*
- *consider from point of view of bystander*
- *consider if the bosun is wrong in their assessment. Your equipment has to go where your tech is suggesting for some technical reason, but the bosun won't listen to reason*
- *consider if your tech is wrong, and the bosun is right.*
- *the bosun agrees with your plan, says they will set the deck up like that, while you and your tech do something else. You return just before sailing - and the deck is set up as per the bosun's plan, not yours. To change it around would delay sailing. Now what do you do?*
- *do your reactions change depending on the gender of the people involved*

### **S1.4 Overheard on deck**

You are a young PI, sailing for the first time as Chief Scientist on a prestigious ship. The Captain has been openly disdainful of the fact that someone with so little experience is in charge of the science. On the first day of a 5 week cruise, you are working on an instrument on deck, when several of the crew assemble for a smoke break, but they don't see you are there. You overhear them making coarse jokes about the young women and gay students on the ship. What do you do?

#### ***TWISTS:***

- *as the PI, you report the issue to the captain, and the captain laughs it off.*
- *consider instead you are a junior scientist who overhears the comments, & is laughed off by the chief scientist.*
- *consider instead of the junior scientist overhearing the comments comes to you as a postdoc on the cruise.*
- *what if you had made off-color jokes that made someone else uncomfortable? How would you want to be addressed about it?*
- *do your reactions change depending on the gender of the people involved*

## **SECOND SET OF SCENARIOS:**

### **S2.1 Interested in your work or ...**

While on a multi-week research expedition, a senior PI from a different institution starts giving you extra attention and encouragement. At first, you appreciate this because you see the senior PI as an unexpected but helpful mentor. However, the conversations that the PI starts with you begin to delve more into your personal life than your professional life, and you notice that they will occasionally put their hand on your shoulder or arm, even when others are around. You are uncomfortable with these developments, and unsure if the PI is doing this intentionally or unintentionally. What do you do?

#### ***TWISTS:***

- *you hear rumors from a friend this PI has a history of making advances towards junior persons*
- *you hear rumors from a friend as to what a great person this PI is, especially with mentoring and advancing students. (i.e., how much does public perception of the person influence your thoughts).*
- *you hear from a friend that the crew are making comments about the pair of you.*
- *consider this from the viewpoint of a bystander, friend of the student*
- *consider this from the viewpoint of a bystander, friend of the PI*
- *if you were the PI in this situation, and you meant nothing by it and you had no idea the student was uncomfortable with this, how would you like someone to tell you to be more professional?*

### **S2.2 Sorry, I tripped ...**

While steaming between stations, the science team and bosun are shifting and re-securing equipment on the fantail in moderate seas. As a female postdoc and the bosun are securing a large cage and are hidden between the cage and the bulwark, the bosun appears to trip and catches himself on the postdoc's chest. It is unclear if it was intentional or unintentional. He carries on working without a comment. The postdoc is upset and mentions this incident to the chief scientist. What should the chief scientist do?

#### ***TWISTS:***

- *What would you do if you accidentally brushed against someone intimately? Would you immediately apologize? Or pretend it never happened to avoid embarrassment?*
- *What would you want someone to do, if they brushed against you intimately?*
- *consider from the viewpoint of the postdoc*
- *consider from the viewpoint of the bosun*
- *consider from the viewpoint of a bystander who saw the incident*
- *what if the bosun apologized right after the incident*
- *what if the next day, the bosun trips again, and again grabs at the postdoc*
- *if the chief scientist decides to mention this to the captain, when and how should they do it?*
- *you, as chief scientist tell the captain, who says they will talk to the bosun. The next day the post doc comes on deck, and the crew start mocking her, faking tripping, grabbing at other crew members, and then apologizing loudly to each other. Now what do you do?*

### **S2.3 Open book test ...**

You are at the start of a long cruise, which has a shared science/crew lounge. You go into this lounge after a long day, and find a pile of offensive (e.g., pornographic) magazines laid out on the communal table. What do you do?

#### ***TWISTS:***

- *change who found the magazines (junior, postdoc, chief scientist)*
- *does the reaction change with the gender of who found the material (assume the cruise is mixed gender).*
- *does the reaction change depending on the nature of the offensive material (e.g., pornographic, racist, etc.)*
- *instead of magazines, you find images as the screen saver on a shared computer*
- *instead of magazines, you come into the lounge and find the crew and many of the science team watching a hard porn movie.*
- *you complain to the captain, and they laugh it off*
- *you complain to the captain, and they say they will deal with it. The next day you find someone has hidden pornographic material in your notebook which you leave in the lab.*
- *the next day you find someone has hidden pornographic material in your cabin. You find out it is the bosun, who has control of the success or otherwise of all your deck operations.*
- *you decide to ignore it, and some days later, a junior member of the crew comes to you and tells you they have had these experiences. What do you tell them? Over the course of the cruise, you notice the junior member becoming more and more withdrawn from the group. What do you do?*