



VIRSEC®



Fully Online Bullying & Sexual
Harassment Prevention Training
for Seafarers Course



**STOP
SEXUAL
HARASSMENT**

www.VIRSEC.org

About the Course

Life on board a ship has its own set of pressures. You're living in close quarters, dealing with a strict chain of command, and away from home for months at a time; it's no surprise that tensions can build and lines can get blurred.

This course gets straight to the heart of bullying and sexual harassment, focusing on the real challenges of life on a vessel.

Through practical advice and realistic scenarios, you'll learn how to recognise harassment, understand the serious damage it does to morale, and find the confidence to speak up or step in.

This training is for everyone, from the newest deckhand to the captain. It's about making sure every seafarer has the tools to prevent harm, look out for their shipmates, and help build a safe and respectful culture on board.

This online course provides seafarers of all ranks with the practical tools to spot, prevent, and respond to bullying and sexual harassment.

We have designed it for the realities of life on board, tackling the unique challenges crews face; like close living quarters, cultural differences, and the ship's hierarchy.

Using real-life scenarios, you'll gain the awareness and confidence to act, helping to create a safe and respectful working environment for everyone on your ship.

The Aim of the Course

The purpose of this online course is to equip seafarers of all ranks and positions with the knowledge, skills, and awareness needed to recognise, prevent, and respond effectively to bullying, harassment, and sexual harassment. It aims to foster a safe, respectful, and inclusive environment on board by promoting understanding of rights, responsibilities, reporting procedures, and practical strategies to address inappropriate behaviour, ensuring the well-being and professional integrity of all crew members.

Relevance Relevant Codes & Organisations

The course has been designed taking into consideration the following Codes & Organisations:

- STCW Table A-VI/1-4 (Contribute to the Prevention of Violence & Harassment at Sea)
- Resolution MSC.560 (108): Amendments to Part A of the Seafarers Training, Certification & Watchkeeping (STCW) Code
- ILO C190: Violence and Harassment Convention, 2019 (No.190)
- European Community Shipowners' Associations (ECSA), & European Transport Workers' Federation (ETF) Eliminating Workplace Harassment and Bullying: Guidelines to Shipping Companies.
- International Chamber of Shipping (ICS), and the International Transport Workers Federation (ITF) Guidance on Eliminating Shipboard Harassment & Bullying.



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In broader industry research, estimates suggest that between 8 % and 25 % of all seafarers have experienced harassment and bullying, while over 50 % of female seafarers reported experiencing sexual misconduct at sea in separate surveys. These patterns underscore how women are disproportionately affected by these forms of abuse in maritime workplaces.

Course Learning Outcomes

The course comprises of five key Learning Outcomes, Learning Confirmation Questions after each Learning Outcome, and a final Course Assessment. This course is Approved under the American Bureau of Shipping (ABS).

The course Learning Outcomes are as follows:

1. Recognise unacceptable behaviour on board
2. Understand why bullying, violence, and sexual harassment are a safety issue
3. Demonstrate appropriate behaviour and personal responsibility on board
4. Know how to report bullying, violence, or sexual harassment
5. Respond appropriately when experiencing or witnessing unacceptable behaviour

Course Subjects

The Sexual Harassment Awareness for the Maritime Workplace Course includes the following subjects:

- Course Welcome & Introduction
- Introduction to Sexual Harassment in the Maritime Context
- Maritime Work Culture & Risk Factors
- Legal & Regulatory Frameworks
- Reporting, Response & Support Systems
- Leadership, Bystander Intervention & Accountability

- Prevention & Cultural Change
- Useful Resources
- Each module is split into multiple sub-topics, making this an informative and relevant course for crew and staff.

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Relevance Across the Maritime Industry

It doesn't matter who you are or what ship you're on; bullying and sexual harassment can affect anyone at sea.

Life on the water brings its own unique pressures: working with crews from all over the world, living in close quarters, and spending long stretches away from home.

In this environment, trust, teamwork, and respect aren't just nice-to-haves; they are what keeps you safe and working well together.

This course is for every seafarer, from the newest deckhand to the Captain.

Whether you're on a cargo ship, a fishing trawler, a cruise liner, or a superyacht, these skills are essential.

When you know how to recognise, prevent, and respond to harmful behaviour, you help build a safer, more respectful culture on board; one where everyone can do their job with confidence.



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Data from the UK-based International Seafarers' Welfare and Assistance Network (ISWAN) show that about 16 % of contacts to its helplines about abuse at sea involved sexual assault or sexual harassment, while nearly 70 % of seafarers reporting abuse, bullying, harassment, or discrimination experienced verbal abuse or bullying in the third quarter of 2023, reflecting serious ongoing issues in the maritime environment.

Key Reasons This Course is Essential

- Promotes a safe and respectful shipboard environment where all crew members can work and live with confidence.
- Equips you to act early by recognising bullying or harassment before situations escalate.
- Supports adherence to maritime regulations and company policies, helping you understand your rights and responsibilities at sea.
- Protects the mental health and well-being of your crew, boosting morale, trust, and teamwork.
- Encourages clear and effective reporting, so every voice is heard and appropriate action is taken.
- Shows commitment to professional conduct and the welfare of everyone on board.
- Strengthens your vessel's reputation and helps retain skilled, motivated crew.

Course Prerequisites

There are no prerequisites for attending this online course.

Booking Your Course

Book your fully online Bullying & Sexual Harassment Prevention Training for Seafarers Course at VIRSEC.

If you have any questions about the course or any of our other Maritime Training Courses, please contact us to inquire about bulk purchasing and associated discounts.

You can also call us on +44 (0)161 763 4427 and ask for Olivia or Cathy who will happily assist you.

Course Assessment

Upon completion of this fully online course, there is a short assessment of questions taken from a larger bank of multiple choice, and true or false statement questions.

The purpose of this assessment is to demonstrate your understanding of the material and your retention of the information provided.

Course Duration

The duration of the online Bullying & Sexual Harassment Prevention Training for Seafarers Course is approximately 2.5 hours.

Course Certificate

Upon successful completion of this online course, the learner will receive an American Bureau of Shipping (ABS) Approved Certificate for Bullying & Sexual Harassment Prevention Training and has achieved a good understanding of the material provided.



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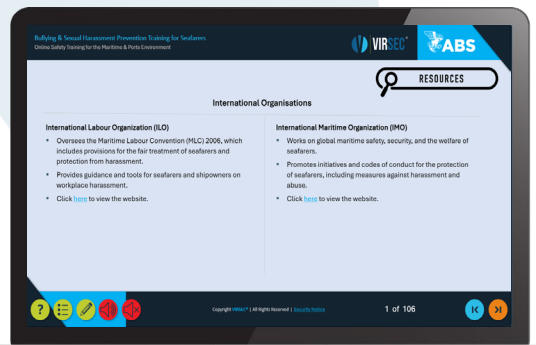
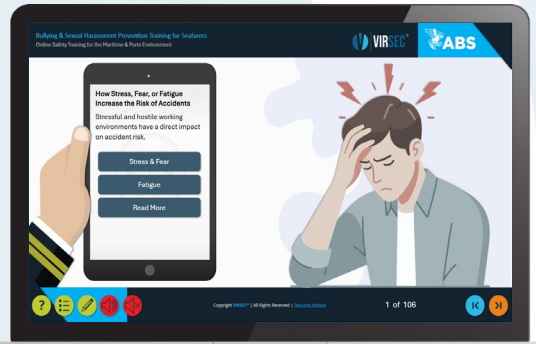


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STOP BULLYING

Around 20 % of seafarers report experiencing bullying or harassment onboard vessels, with nearly 9.3 % reporting unwanted physical contact with sexual undertones according to a recent social environment survey of maritime workers.

Sample Course Slides



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