



## California State University Maritime Academy Faculty Senate

Resolution 21-22/04

November 18, 2021

Vote (For/Against): 17/0

### Condemning Sexual Violence within the Campus and Greater Community

WHEREAS: Addressing sexual violence and changing the culture in the maritime industry will involve a concerted commitment by all members of the campus community - faculty, administrators, staff, and students;

WHEREAS: The California State University Maritime Academy President Tom Cropper joined with other state maritime academies to send a letter of grave concern to the acting administrator MARAD (the Maritime Administration, an agency of the Department of Transportation) (Exhibit A);

WHEREAS: The California State Maritime Academy acknowledges that the recently reported sexual assault of the USMMA cadet is not a single academy incident and that “this is a matter for the entire maritime industry to take action against it immediately.” (Exhibit A);

WHEREAS: On October 15, 2021, The California State University Student Affairs Office distributed a statement acknowledging a former cadet that recently reported a sexual assault. Stating, “It is my hope that our discussions next week will raise broad awareness around these serious issues, inspire a renewed commitment to combatting the problem, and create opportunities for continued dialogue toward lasting, concrete solution.” (Exhibit B);

WHEREAS: The Deputy Secretary of the Department of Transportation, Polly Trotenberg, and the Acting Maritime Administrator, Lucinda Lessley, wrote a letter of “unwavering support for the individual who has shared her story of a sexual assault that took place during Sea Year” while a cadet at the U.S. Merchant Marine Academy (Exhibit C);

WHEREAS: The International Organization of Masters Mates & Pilots has issued a letter related to the same reported incident stating “All seafarers must have a safe workplace free of fear, harassment, coercion, bullying and assault – be it sexual in nature or any other type.” (Exhibit D); and

WHEREAS: The California State University Maritime Academy is a world class maritime university which prides itself on leading industry and other academies with contemporary leadership education and practices (Exhibit D).

THEREFORE BE IT

RESOLVED: That the Faculty Senate recognize and endorse the letters written by the Consortium of State Maritime Academies, the Vice President of Cadet Leadership & Development, the International Organization of Masters, Mates & Pilots, and the Deputy Secretary of Transportation in unanimous and unwavering support for Midshipmen X and the call for swift and concrete solutions to address sexual violence toward cadets and the greater community; and be it further

RESOLVED: That the Faculty Senate request the administration take the lead on proactive research and education about the prevention of sexual harassment, violence, and assault, not wait for the US Maritime Administration to take the lead as per the letter from the Consortium of State Maritime Academies; and be it further

RESOLVED: The Faculty Senate demands that the administration take further action toward improved training in sexual violence and harassment prevention, bystander intervention, and other programming that sends a clear message that sexual violence and harassment have no place in any environment, maritime or otherwise; and be it further

RESOLVED: That the above programming includes a measurable assessment of impact and a system for accountability and continual improvement; and be it further

RESOLVED: That the Faculty Senate demands that the administration implement training and programming which is designed to meaningfully engage students, faculty, and staff who do not self-select to attend optional programming; and be it further

RESOLVED: That the Faculty Senate recommends public sharing and open campus-wide discussion of the report that will be issued by TNG<sup>1</sup> and earnest implementation of their recommended reforms and practices; and be it further

RESOLVED: That the Cal Maritime Faculty Senate distribute this resolution to the President, Cabinet, Office of the Commandant, Dean of Students, School Deans, Library Dean, Associate Provosts, the Student Leadership of CSU Maritime Academy, as well as the other Presidents from the Consortium of State Maritime Academies.

<sup>1</sup> TNG Strategic Risk Management Solutions is a consulting firm contracted through the Faculty Senate Gender Equity Committee to conduct an evaluation on campus culture surrounding gender. More information can be found here: <https://www.tngconsulting.com/about/>  
Exhibit A



CONSORTIUM OF STATE MARITIME ACADEMIES  
California • Maine • Massachusetts • Michigan • New York • Texas

October 14, 2021

Ms. Lucinda Lessley  
Acting Administrator  
U.S. Maritime Administration  
1200 New Jersey Avenue, SE  
Washington, DC 20590

Dear Administrator Lessley:

We write to you today on the subject of the recently reported sexual assault of a USMMA cadet while onboard her sea-year assignment. On behalf of the State Maritime Academies, we condemn the behaviors reported in this incident, and we stand in solidarity with victims and survivors of sexual assault in the maritime industry and beyond. Further, we fully acknowledge that this incident is not a single academy incident, nor is it a single shipping company incident, nor a single shipping union incident. This is a matter for the entire maritime industry to take action against immediately.

Our nation's maritime academies - federal and state - are deeply committed to working with the entire maritime industry to actively address sexual harassment and assault. We all have much work to do to fully address and implement the systemic changes necessary to create change within our maritime culture. We stand ready to join our industry partners in a dialogue about how we can best work together to proactively educate about and prevent sexual harassment, violence and assault in the maritime industry. We urge the US Maritime Administration to take the lead on this matter and offer our full support to be part of the solution. We look forward to hearing from you on next steps in this important matter.

Sincerely,

RADM William J. Brennan, Ph.D.  
President  
Maine Maritime Academy  
Castine, ME

RADM Gerard P. Achenbach, Ed.D.  
Superintendent  
Great Lakes Maritime Academy  
Traverse City, MI

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Consortium of State Maritime Academies

CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

200 Maritime Academy Drive, Vallejo, CA 94590-8181 • PHONE (707) 654-1000 • FAX (707) 654-1001 • [www.csum.edu](http://www.csum.edu)

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The California State University: Bakersfield • Channel Islands • Chico • Dominguez Hills • East Bay • Fresno • Fullerton • Humboldt • Long Beach • Los Angeles • Maritime Academy  
Monterey Bay • Northridge • Pomona • Sacramento • San Bernadino • San Diego • San Francisco • San Jose • San Luis Obispo • San Marcos • Sonoma • Stanislaus



RADM Michael A. Alfultis, USMS, Ph.D.  
President  
State University of New York Maritime College  
Bronx, NY



RADM Thomas A. Cropper  
President  
California State University Maritime Academy  
Vallejo, CA



RADM Francis X. McDonald, LPD  
President  
Massachusetts Maritime Academy  
Buzzards Bay, MA



RADM Michael Fossum  
Chief Operating Officer  
Texas A&M University at Galveston  
Galveston, TX

## Exhibit B

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Cal Maritime Cadets, Faculty and Staff,

I am writing to express our community's strong support for the anonymous cadet from the US Merchant Marine Academy who courageously reported being sexually assaulted while at sea on a Maersk vessel. Please see [attached letter](#) from the Consortium of State Maritime Academies presidents to the US Maritime Administrator (MARAD) standing in solidarity with the reporting cadet and condemning all forms of sexual harassment and violence.

As a community, we will gather next week to discuss the issue of sexual assault and sexual harassment during sea time and in the maritime profession, as well as our collective and individual responsibilities in preventing and stopping it.

**On Monday and Wednesday, Oct. 18 and 20**, we will utilize the Formation time to gather with all cadets at **7:20 am in Rizza Auditorium** for a short presentation and discussion of resources. We are also offering a smaller discussion on **Tuesday, Oct. 17 at 11am-12 pm in the Compass Room** for a deeper discussion. Confidential counsel will be made available during the discussion on Tuesday for any follow-up.

Here are [links](#) to [two articles](#) regarding the incident and the investigation. A word of caution, these articles contain explicit language from the cadet's first-hand account of the incident.

Sadly, this is not a new issue in our maritime profession. We need to embrace our individual and collective roles in keeping each other safe - at sea and ashore. It is my hope that our discussions next week will raise broad awareness around these serious and challenging issues, inspire a renewed commitment to combatting the problem, and create opportunities for continued dialogue toward lasting, concrete solutions.

I also want to share where cadets can reach out for support on campus:

Confidential Campus Advocate Cal Maritime, Jess Lucia

[WEAVE@csum.edu](mailto:WEAVE@csum.edu)

On Campus Monday & Thursday 9:30am-6:00pm

Cal Maritime Confidential Line: 707.724.9606

24 hr. Support & Information Line: 916.920.2952

Counseling Services (CAPS) provides clinical services for cadets; email [healthcenter@csum.edu](mailto:healthcenter@csum.edu) or call 707-654-1170.

Cal Maritime Title IX Coordinator, ~~Vineeta~~ Vineeta Dhillon

707-654-1284 [vdhillon@csum.edu](mailto:vdhillon@csum.edu)

In community,

*Kathleen*

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THE DEPUTY SECRETARY OF TRANSPORTATION  
WASHINGTON, DC 20590

Dear Kings Point Community:

We write today to express our unwavering support for the individual who has shared her story of a sexual assault that took place during Sea Year. U.S. Department of Transportation (USDOT), the Maritime Administration (MARAD) and U.S. Merchant Marine Academy (USMMA) are committed to her safety and welfare, along with that of all midshipmen at USMMA, and we stand ready to provide our support to her and to all survivors. Our trained, professional victim advocates from our Sexual Assault Prevention and Response (SAPR) office are here to help all students and are available 24/7 to provide confidential assistance to anyone in need.

Providing resources for students after these events happen is not enough. We must prevent them from occurring in the first place. We have zero tolerance for sexual assault and sexual harassment at USMMA and in the maritime industry. As we determine the appropriate steps required to increase and ensure the safety of our midshipmen, we pledge to listen to and work closely with the entire Kings Point community. We especially want our students to know that we value their voices and want to make sure they are part of any decisions that could potentially affect our Sea Year training program.

To the entire Kings Point community, thank you for remaining a source of strength for our shipmates. We have heard from many of you and know that you have questions and concerns. On behalf of Secretary Buttigieg and the entire Department, we are committed to moving swiftly and resolutely to address sexual assault and harassment, protect and support survivors, and fulfill our deep commitment to the vital work of the USMMA.

Thank you,

Polly Trottenberg  
Deputy Secretary

Lucinda Lessley  
Acting Maritime Administrator

## Exhibit D



# International Organization of Masters, Mates & Pilots

700 Maritime Boulevard, Suite B, Linthicum Heights, MD 21090-1953  
Telephone: 410-850-8700 • Fax: 410-850-0973  
Internet: [www.bridgedeck.org](http://www.bridgedeck.org)

DONALD J. MARCUS  
International President

DONALD F. JOSBERGER  
International Secretary-Treasurer

October 13, 2021

Union Sisters & Brothers:

All seafarers must have a safe workplace free of fear, harassment, coercion, bullying and assault – be it sexual in nature or any other type. The recent reports that have emerged in the maritime press about an alleged 2019 rape of an anonymous female U.S. Merchant Marine Academy cadet are deeply disturbing. If true, an appalling crime has been committed. The International Organization of Masters, Mates & Pilots (MM&P) urges that a thorough investigation be conducted. If found guilty, the perpetrator(s) of this outrage must be punished to the full extent of the law.

It is clear to all in the maritime industry that not enough has been done to see that bullying, harassment of any type, including sexual harassment, and assault are eliminated – aboard ship or ashore. MM&P is committed to doing more to educate, protect and demand mutual respect within the ranks of our membership and within the industry.

During our Union's most recent Constitutional Convention in August 2020, our elected delegates and rank and file members voted overwhelmingly to elaborate on one of the guiding principles of our organization. That principle is the duty of every member to treat each other with due respect and consideration. This longstanding duty (Article III, Section 2(e)) was revised to add the following language:

*... Treating other Members with due respect and consideration includes actively opposing all forms of bullying, harassment, prejudice, and unfair discrimination based on race, creed, color, sex, religion, age, sexual orientation, or national origin.*

The membership and leadership of MM&P are thereby committed to the active opposition to any type of harassment, bullying or discriminatory behavior. It is our collective duty to protect and respect not only our own members, but, as maritime professionals and decent human beings, to extend this duty to our shipmates and all seafarers.

When a member sees harassment, bullying or illegal discriminatory behavior the alarm must go off! Such conduct must immediately be stopped and/or reported. Turning a blind eye is not an option. The hierarchy aboard ship, the power relationship inherent in that structure and the closed shipboard environment can be a deeply coercive environment. Mariners must not be compelled to endure an oppressive, unsafe shipboard environment for the sake of their paycheck, career, or reputation. This is unacceptable.

INTERNATIONAL ORGANIZATION OF MASTERS, MATES & PILOTS, AFL-CIO

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There are five membership groups in our organization all of which have a female representative. Currently, our leadership is in the process of taking the following affirmative steps to educate our members about bullying and harassment, to protect our members who are vulnerable, and to promote mutual respect:

- Our female representatives from each group, with full support of all available MM&P resources, are working within our administration to develop a women's caucus group that will set their own agenda and establish a confidential female-run helpline for our female members. This group, once up and running, will be open to all female MM&P members and applicants. It will reach out to cooperate and work collectively with other women's groups in the industry.
- We will be developing a resource package to educate *all* our members to identify the problem and to advise our members what actions to take to best ensure a safe, respectful workplace.
- Our mission to educate our members on this subject will include enhancing our Offshore member familiarization course to include diversity, equity, and inclusion training. This discussion will be a staple part of all upcoming membership meetings.

Realizing we are dealing with a societal problem that can be seriously exacerbated aboard ship, every member must share the commitment to speak out and act when they observe shipboard bullying, harassment, or illegal discrimination.

MM&P members are professional mariners. We often lead aboard ship as masters or senior officers. Our personal example and insistence on the safety and respectful treatment of our shipmates is the essence of leadership. Whatever the rating, experience, or qualifications, a good shipmate protects their co-workers and does not tolerate abuse.

On behalf of the General Executive Board,



Don Marcus

International President