

USMMA Board of Visitors' meeting, November 14, 2016
Statement from Maersk Line, Limited (MLL)

Maersk Line, Limited recognizes the special duty of care for cadets during Sea Year training. MLL's zero tolerance policy for sexual assault/sexual harassment (SASH), bullying, intimidation, and coercion is particularly important for these cadets, considering their relative youth and the fact that the shipboard experience remains a training environment. MLL has worked hard to ensure that its anti-SASH-related shipboard employee policies, procedures, familiarization requirements, training aids, and qualified staff ashore provide an effective and responsive program to support these cadets. Under this program, we require that all reports of SASH be immediately and thoroughly investigated and that corrective actions be taken appropriate to the findings. However, while policies and procedures are helpful and necessary, they are merely words on paper that, in and of themselves, will not prevent SASH, nor will they ensure SASH is reported when it occurs.

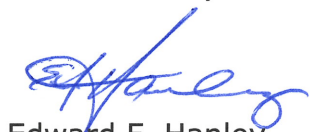
MLL recognizes that the reasons for cadets not reporting SASH are complex and may include fear of retribution, intimidation, or peer ostracism. MLL further recognizes that our anti-SASH protocols are highly dependent upon the senior officers on board's creating and maintaining a healthy, respectful workplace through their deeds and words. While we believe this to be the case, our view is based partly on the fact that reports of SASH incidents are rare. From our discussions with MARAD (including cultural assessment consultant LMI) and with other Government officials regarding the anonymous surveys, we realize that this may not be the case. What may be happening in our fleet and is not being reported to us presents us with a clear and immediate point of concern.

After giving this a tremendous amount of thought, if we must err, it must be on the side of caution. Therefore, until the disconnect between the anonymous SASH reporting and shipboard SASH reporting is sufficiently remedied, we support the DOT Sea Year stand down.

Towards this end, we are standing by to assist, including offering access on board our vessels in port or underway for MARAD/LMI/USMMA personnel. It is our desire to work with all stakeholders to reinstate Sea Year training as soon as practicable.

Respectfully submitted,

Maersk Line, Limited



Edward F. Hanley
Vice President, Labor Relations

EFH/sv