



Gender Lens in Chilean Scientific Antarctic Expeditions



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INACH has implemented measures to create safe spaces within the Antarctic Scientific Expedition. These measures aim to prevent violence and discrimination through awareness campaigns and actions promoting respectful treatment, fostering a culture that fully respects the dignity of all individuals.



Code of Conduct:

informs participants of the expected behavior, emphasizing respectful and professional conduct. It includes a section defining mistreatment and harassment, provides prevention guidelines, and outlines procedures for reporting incidents. The document also outlines potential sanctions for violating the code.



Procedure for the Prevention and Addressing of Mistreatment, Workplace, and Sexual Harassment:

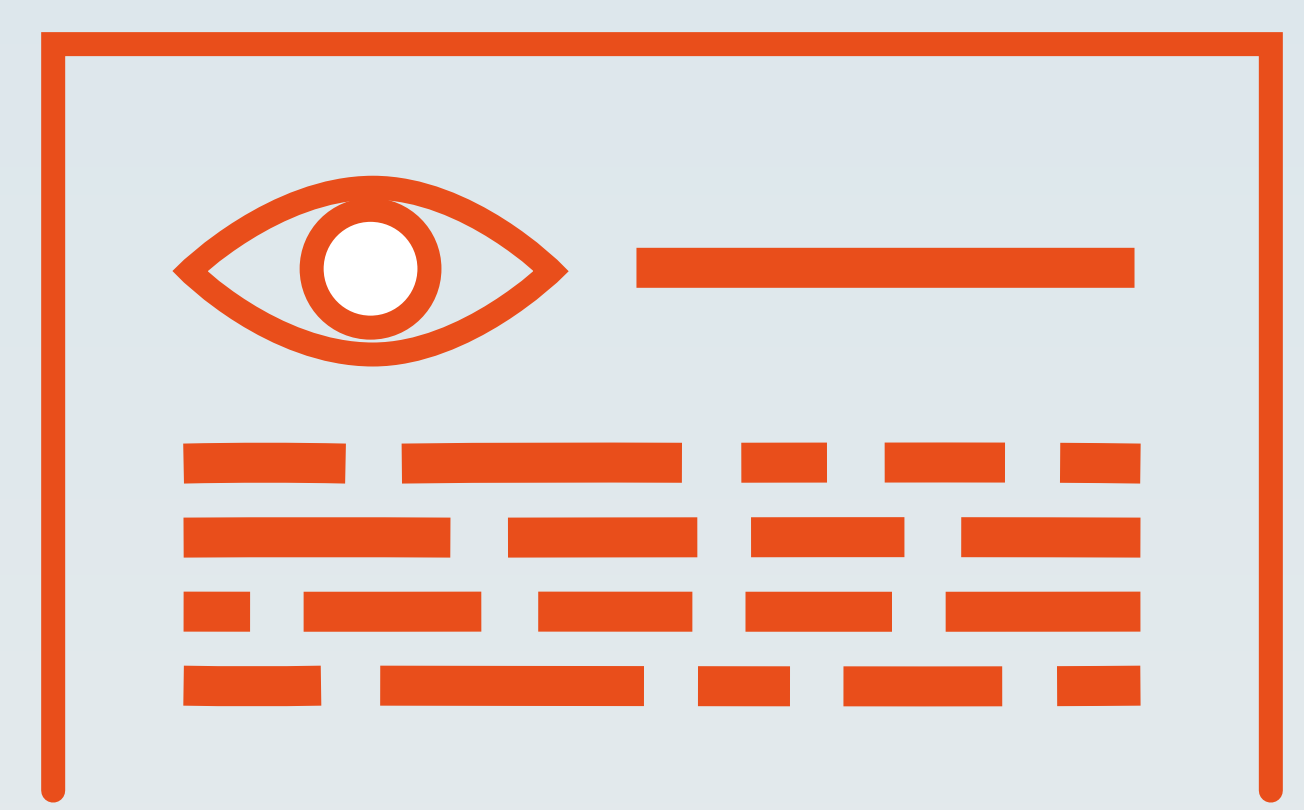
Efforts were made to update the procedure, ensuring its applicability to all activities organized or managed by INACH. Additionally, it was expanded to allow the headquarters of our Antarctic bases or other platforms to receive complaints related to such incidents.



Induction talk for ECA participants:

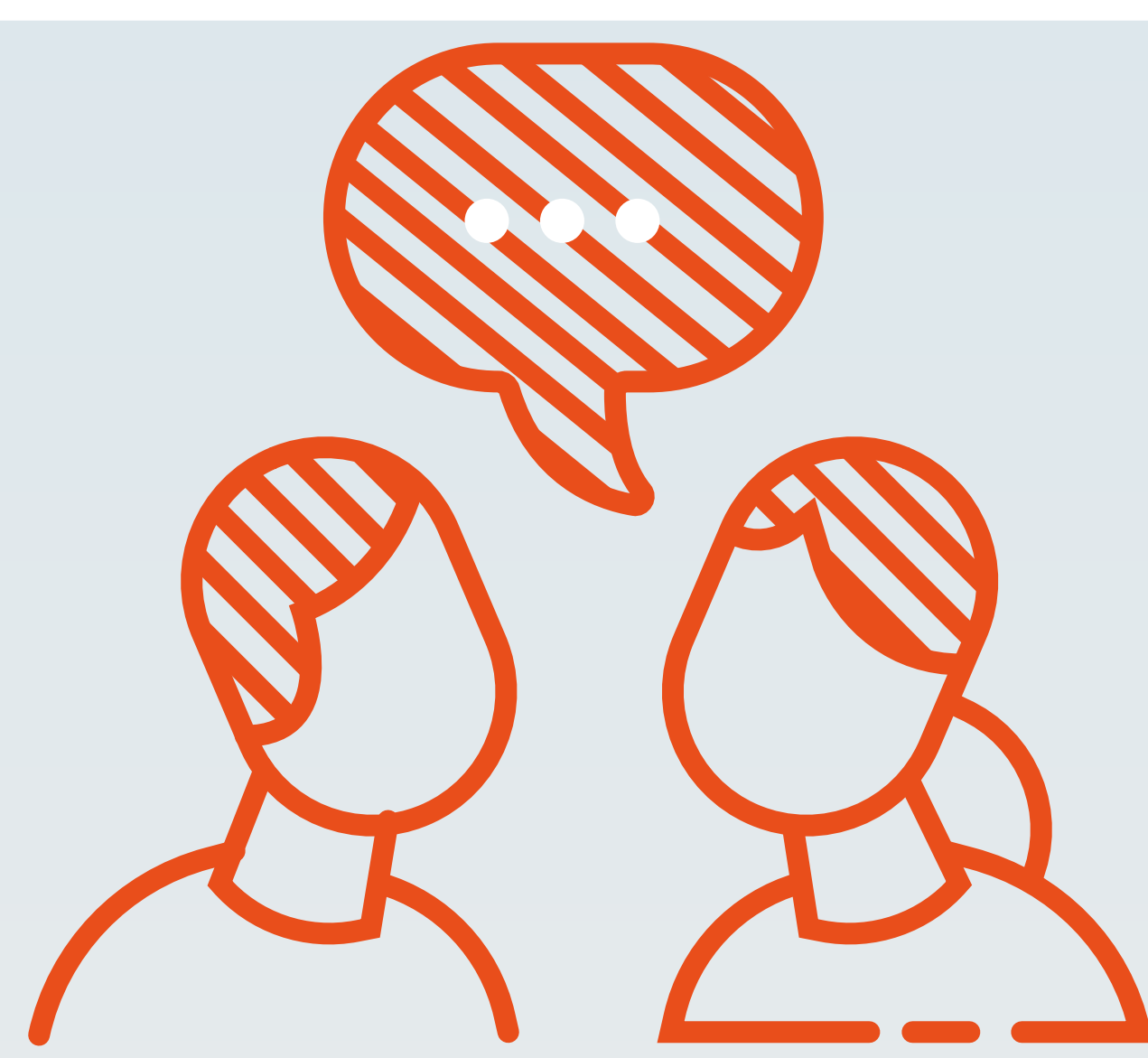
The Code of Conduct promotes respectful behavior, provides examples, and explicitly defines actions contrary to it. Guidelines for preventing workplace harassment emphasize consent, boundaries, storytelling, reflection, and prompt reporting for necessary corrective actions.

Explain what the procedure or the Prevention and Addressing of Mistreatment, Workplace, and Sexual Harassment for reporting and investigating consists of, the reception channels available, the complaint forms and where to find them, the prevention measures to be expected in the face of events of this nature and the sanctions that may be applied.



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Personnel selection procedure for logistic activities:

The selection procedure was updated by introducing a psycho-labor evaluation among the requirements to fill the positions. In addition, the composition of logistical personnel has been defined as equal.



Conclusions:

Promoting gender equality and creating safe, violence-free spaces should be fundamental aspects in our planning and execution of activities, especially in the Antarctic. These actions help us gather valuable information for decision-making, enhance prevention and response measures, and strengthen our tools to address inappropriate behaviors.