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22 January 2016

TO: ALL FULL AND ASSOCIATE MEMBERS

ICS(16)06

**Copy: Labour Affairs Committee
Shipping Policy Committee**

NEW ICS/ITF GUIDANCE ON ELIMINATING SHIPBOARD HARASSMENT AND BULLYING

Action Requested: To circulate the below link (and hard copies to follow) of the new ICS/ITF Guidance on Eliminating Shipboard Harassment and Bullying to member companies and maritime administrations as soon as possible.

Members will be aware that ICS has been working with the International Transport Workers' Federation (ITF) to develop new Guidance on Eliminating Shipboard Harassment and Bullying. The development of the ICS/ITF Guidance follows a decision by the Labour Affairs Committee that an international document should be produced, building upon earlier guidance produced by the UK Chamber of Shipping and ECSA.

The Guidance has now been finalised and can be downloaded at: www.ics-shipping.org/docs/harassmentandbullying

The document will be launched publically via a joint press release on Monday 25 January. Hard copies are also being printed and will be presented to delegates at the Special Tripartite Committee on the ILO MLC in Geneva from 8-10 February. Copies will also be sent to ICS members in due course.

In order to ensure widespread dissemination of the new Guidelines, the assistance of members in circulating the above link (and eventually the hard copies) to member shipping companies and maritime administrations will be much appreciated.

Natalie Shaw
Director Employment Affairs