



Confidential Adviser in the Charter Shipping Sector

Information for Crews

Working and living aboard a charter vessel means people spend a great deal of time together in close quarters. That is why it is important that everyone feels safe, respected, and heard. Even so, situations may arise where you are struggling with something, feel unsafe, or experience inappropriate behaviour. In these situations, you can contact the confidential adviser.

Who is the confidential adviser?

The confidential adviser for the charter shipping sector is **Noa Becker**.

Noa is a psychologist, a certified confidential adviser, a student at the Enkhuizen Nautical College, and also works as a mate within the charter shipping industry. This means she has a thorough understanding of the sector and knows what life and work on board are like.

As a certified confidential adviser, she is bound by a duty of confidentiality. Conversations are private, and your story will not be shared without your permission.

If, for any reason, you do not feel comfortable speaking with Noa, an independent backup confidential adviser is available. More information can be found on [this website](#).

When can you contact the confidential adviser?

You can get in touch if you:

- do not feel safe on board;
- are experiencing bullying, intimidation, or exclusion;
- have experienced discrimination;
- have experienced sexual harassment or other forms of sexually inappropriate behaviour;
- are experiencing problems in working relationships;
- are unsure about a situation;
- simply need someone to talk to;
- would like advice on what you can do;
- are experiencing stress, pressure, or tension;
- would like to know what steps you can take.

You can also contact the confidential adviser if something outside the vessel is affecting your wellbeing or safety on board.



What does the confidential adviser do?

The confidential adviser:

- listens to your story;
- helps you think through your situation;
- helps you gain clarity and perspective;
- provides information about possible next steps;
- supports you if you wish to make a formal report;
- treats all conversations confidentially.

The confidential adviser is there to support you. You decide what, if anything, you want to do.

What does the confidential adviser *not* do?

The confidential adviser:

- does not make official decisions;
 - does not conduct investigations;
 - does not take sides;
 - does not resolve conflicts on your behalf;
 - does not share information without your consent, except where there is an immediate risk of harm or a legal obligation to do so.
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How does the process work?

1. Get in touch

You can contact the confidential adviser by email.

 chartervaartveilig@gmail.com

You only need to briefly explain what is on your mind. You do not have to tell the whole story straight away.

2. Confidential conversation

Together, you will discuss the situation. The confidential adviser will listen to your story and explore what kind of support you need.

This may include:

- simply having someone to talk to;
- receiving advice;



- thinking through possible solutions together;
 - getting support with possible next steps.
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3. Possible next steps

After the conversation, you decide what you would like to do. For example, you may choose to:

- take no further action;
- have a conversation with someone involved;
- ask for additional support;
- make a formal report;
- be referred to appropriate professional support.

The confidential adviser will support you with whichever option you choose.

4. Follow-up

If you would like, the confidential adviser can contact you again at a later stage to see how you are doing.

Important to know

- It is never wrong to reach out.
- You do not have to be certain that a situation is "serious enough."
- If you are in doubt, you are always welcome to get in touch.
- Respect, safety, and good cooperation are essential for everyone on board.