

MLC  
Technical Notice

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## Subject:

**New Guidance on Eliminating Shipboard Harassment and Bullying from ICS and ITF & MLC new consolidated text (including the amendments on seafarer protection against shipboard harassment and bullying)**

**New Guidance on Eliminating Shipboard Harassment and Bullying from ICS and ITF & MLC new consolidated text (including the amendments on seafarer protection against shipboard harassment and bullying)**

Under the 2016 MLC amendments, governments and shipowners are expected to adopt measures to better protect seafarers against shipboard harassment and bullying using as a reference the **Guidance on Eliminating Shipboard Harassment and Bullying** jointly published by the **International Transport Workers' Federation and the International Chamber of Shipping**.

Under the ILO MLC, governments are already required to satisfy themselves that their laws and regulations respect the fundamental right of seafarers not to be discriminated against during their employment on board ships.

Recognising that any form of harassment and bullying can have serious consequences for seafarers, the new industry Guidance takes the additional step of setting out what shipping companies, seafarers and seafarers' organisations can do to help prevent bullying and harassment from becoming a serious concern.

As well as providing advice on company policies on reporting, complaints and grievance procedures, the Guidance addresses the responsibilities of seafarers and their employers to use these procedures appropriately and for being aware of any harassment or bullying that might occur within the maritime workplace. This includes any instances of cyber-bullying.

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MLC new consolidated text  
(including the amendments  
on seafarer protection  
against shipboard  
harassment and bullying)

ICS, ITF guidelines on  
eliminating shipboard  
harassment and bullying