

Sexual Harassment in the Scuba Diving Industry

– Comments by Female Dive Professionals

Michael Menduno ([InDEPTH Magazine](#)), Tamara Adame ([Cenote Girl](#)), and Darcy Kieran ([Business of Diving Institute](#)) conducted a survey in June & July 2025 on sexual harassment in the scuba diving industry.

[Statistical results from this survey are available on the Business of Diving Institute website.](#)

At the end of the survey, participants were asked:

"Please share any additional thoughts you have on sexual harassment or assault in the dive industry: the current situation, the causes, and the solutions."

Comments below are from **WOMEN** who were also **DIVE PROFESSIONALS** (divemasters and instructors). *Find comments from other groups [here](#).*

These published comments are those of the individual commenters and do not necessarily represent the views of the survey organizers themselves.

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1. Dive shops need to better inform workers what consent and sexual harassment is.
 2. I began diving in the early 90s as a teenage girl. The sexual harassment was so bad that I stopped diving as it became unsafe to continue. I started diving again in 2016, it has improved but hasn't stopped. There also doesn't appear to be any easy-to-identify reporting structure, which makes it difficult to track and remove or hand out consequences to those people doing the wrong thing.
 3. It's pretty shocking to see such open sexual harassment. It seems like since our industry (Caribbean) is tip-based, clients often expect us to service them as they wish. It's harder to escape in the liveaboard industry. I've had a male guest on a liveaboard pressure me each day to show him my breast... so much so I was concerned about having night watch by myself. I've seen a male Captain shocked to find a female solo guest who invited herself into his cabin and onto his bed (we ended up playing like we were a romantic couple for the rest of the week in hopes of dissuading her).
When I lived in Thailand, male instructors tried to hit on pretty much all female students. Or giving way too small suits and watch them to struggle getting in. Or tell them not to wear a wetsuit and then swimming behind them watching the bikinis which not designed well moving out of the way... Or bikini tops slipping off. Now I live in Europe, here the situation is a bit better, but it is still very present. I get many female students who literally want to have a female instructor to have peace of mind. Also hearing horror stories of male instructors trying their "luck" underwater, thinking it is romantic while the student is scared for her life,

thinking that if she rejects, he can easily drown her. In female groups, the general consensus is that there is no point to report it to the agency or authorities because nothing happens. Agencies only do something if there is an official conviction, but that takes years. Usually people on holiday don't want to be bothered, especially if it is just harassment (fortunately, it rarely goes further). Possible solution: way more talk about it on divemaster courses and IDCs, and harsher consequences on the offenders.

4. I have witnessed sexual harassment from the dive industry from multiple levels - captain to stewardess and also instructor level to dive master, and nothing has been done about it.
5. It's a tough topic to address when old men feel empowered by a rapist as President.
6. It is constant; the dive industry is decades behind all other industries in terms of dealing with harassment. It is considered widely as "something you should just put up with," and customers were always taken aback when confronted. As an industry where professionals often rely on tips / good customer feedback often professionals feel unprotected and unable to speak up for fear of reprisals and feeling "replaceable" as staff members. It's a sad state of affairs. The training agencies often have no interest in intervening unless an actual crime is committed, and they are unable to provide clear guidelines on what is and isn't considered "acceptable".
7. Personally, I'm at right about 500 dives, and I've never experienced it. I'm sure true harassment exists, but also think people are too easily offended these days.
8. I have been diving for 38 years and have not really seen it overtly. I have dived around the world. I have definitely heard stories and have seen photos where I think inappropriate things are happening. I think some of the causes are cultural-ie different expectations in different parts of the world. I do also think some of it is due to a lack of resilience in a lot of people right now who are perceiving everything as a slight or an assault. I do also believe there are legitimate situations that are inappropriate. As far as resolving it, this is difficult as I can see in the US at least, many people claim assault if someone hits on them that they are not attracted to. Additionally, there appears to be a group of people who claim assault when someone they are interested in turns them down. You see the videos all over the internet of people gleefully telling revenge stories. It undermines the situations where there is a legitimate issue, so I guess education is key as is a fair analysis of the situation, rather than immediately assuming the crier has been victimized as there is a significant trend that says otherwise right now. Not sure what else to say.
9. I just wanted to share that when I reported the sexual harassment to my dive shop- once I was assaulted in a parking lot, and once an instructor was stalking me (which continues now in a different form), the dive shop did nothing and sided with the 2 male instructors that performed these acts. I was a divemaster at the time and did not report to the agency they teach for. Later, one of the same instructors was reported by all of the women at the shop for being inappropriate, and the dive shop sided with the instructor again, saying that he sells too much to let him go. I teach less and must have additional male support staff when I do teach so that he does not stay late and harass me during or after the classes.
10. What has happened to me was on a live-aboard in St. Martin when I was 13. I didn't speak up at the time due to fear. I was also SA the next night.

11. Both experiences of harassment, either being alone with a man or in a group present, are hard to speak up because of the likelihood of denial by the harassing party and disbelief by others.
12. It is rampant in the industry, and I experienced it almost daily as a young dive professional- even as a 17-year-old working retail in the shop. I call it out when I can, but it took a long time for me to find my voice. I don't know why we, as an industry, have such a high level of tolerance for it. Now, as a dive shop owner, I am very protective of my female employees and have permanently banned customers due to gross behavior- I wish that was the standard response. Thank you for investigating this issue and bringing it to light.
13. Most of the sexual harassment I experienced and witnessed was when I lived in Egypt, working as a dive instructor. Harassment was mostly by my male colleagues.
14. It's widespread, particularly misogyny online is vicious on scuba social media, as is homophobia and fat shaming.
15. Almost everything I've witnessed and experienced was as a dive professional about 10 years ago. It was almost on a daily basis and part of the environment, from dive masters to course directors and shop managers. I've worked both in the Middle East and SE Asia. Nowadays, it may be different. As much as I know, nothing was done after I reported the incidents.
16. Too many instructors and not enough work. Dive shop owners wield too much power. The majority of incidents I witnessed were in Asia, and I had no legal protection. I did report to my agency. They didn't do anything.
17. Thank you for doing this study!!!
18. I have heard of many terrible instances of sexual harassment in diving. It needs to change.
19. As a female dive professional, being sexually harassed feels like a part of a job description. From diminishing comments to inappropriate remarks, hidden and non-hidden touches, inappropriate invitations, it's a daily occurrence. Mainly from dive centre owners and older male clients. Being called "darling" on a daily basis from bosses to having to listen to "oh she's so beautiful, the bikini looks so good on you, you're so strong for such small women, etc". At some point, it just doesn't surprise you anymore. The cause is most likely pure sexism in a male-dominated industry and a typical male superiority. The worst is when you kindly, but firmly point out to inappropriate situations or comments, it turns into aggression and/or shaming.
20. I have seen Females Dive Guides/Mates harassed by customers on dive boats. It was not reported to the authorities because they were banned from diving with us. My male captain reported inappropriate touching a few weeks after the act happened. The client was refused charter bookings with us. The male staff tend to report less. Our policy is to report immediately so we can manage the situation.
21. Dive Conferences/fairs are the worst for women...
22. Can't say how many times I have seen it, especially targeted to young women by men. Makes me worry for them starting in the industry.

23. I have personally experienced teachers/others in the industry using inappropriate language towards me, but have never personally felt threatened. I have, however, spoken to friends and colleagues who have felt uncomfortable when instructors and others in a position of responsibility have made comments to them and have had to reassure them. Sadly, I never acted on those accusations. I suppose I have been lucky in that I have never been harassed in question to my competency as a diver for being a woman, but I know from social media that women - especially women in tech - experience this a lot. I feel quite lucky about the experiences I have had that I have never felt demeaned or threatened, but that may also be my own personality covering up inappropriate comments as "banter" that I have brushed aside because I was able to.
24. Thank you for doing this research. It's a good start to raising awareness and creating change.
25. I have always been the single female in a group of male tech divers. I hold my own. I have been tech diving for a long time. This has resulted in many different groups of dive buddies. My dive buddies have always treated me with respect. I have never been talked down to or harassed by a dive buddy. I own a dive store. Customers are not as respectful. I have been talked down to by MANY men who have 100 or fewer dives that believe they know more than I do. I wouldn't call this sexual harassment. I would call it disrespect to assume that a female diver is a bad diver. I find that women who are recreational divers are exposed to more sexual harassment. I have observed from comments that when women expect extra help because they are women, respect is lost. Helping a buddy is one thing. Not even trying is different. If there could be a way to instill more self-confidence in people's own dive skills, this would help. It is amazing what you can achieve if you just try. I also see a strong influx of younger single female tech divers!!! This warms my heart. They approach diving from a different view. They have confidence. I think confidence is the key to deterring sexual harassment.
26. When I started diving in 1983, sexual harassment was the norm and acceptable. Whilst still prevalent, it is tolerated less, and more people tend to point out inappropriate behavior. Better in New Zealand, but Australian males still tend to show laddish behavior.
27. My sexual harassment was verbal. Suggestive, asked if I would be his 'bit on the side' multiple times. A close friend of the owners of the club, so felt I couldn't say anything. Even when his wife was there, he would make lewd comments out of earshot. More articles for men to read about what constitutes sexual harassment would be good. Maybe the organisations could have online videos highlighting issues. I feel that we as women are not taken seriously, just having a bit of fun, can't you take a joke, harmless flirting, etc., so until men realise how it affects us and what we go through, there will be no change. We also need to feel comfortable in saying something. I didn't always - on occasion, I would avoid contact to avoid the conversations, and once or twice, I told him under no circumstances would anything ever happen.
28. Dive guide would try to hold hands underwater.
29. There's a culture of SH in diving, to be honest, and no protections for women being harassed. PADI does nothing, and shops don't take it seriously.
30. I witnessed and was harassed when I was a teenage student. Since being a dive professional, I don't tolerate this type of behaviour and would put an end to it if I witnessed it.

31. Never had someone grab or touch me in an inappropriate way. These have been things said to my face or behind my back as a captain and instructor. Said about me from clients to my other crew members.
32. It is slowly shifting, but until the older male generation that has a chokehold on the industry actually changes their mindsets, I don't believe that sexual harassment will shift. Luckily, the younger generations coming up in the industry are more willing to speak up and shut down this culture.
33. The dive industry is just like any other male-dominated field (fire, EMS, PD, fishing, construction, etc). The boys like to see if they can force women out by harassment. Women need to improve standing up for themselves and others.
34. Harassment occurred in the 90s in the form of jokes that made other women uncomfortable (I wasn't uncomfortable).
35. It's still a misogynistic business with a lot of male business owners. Myself (a woman) own my own dive center and am very strict with harassments! Even kicked male pro's out for bad attitude.
36. After I became a DM my mentor tried to kiss me. I pulled away and just said nooooopee bye. Next time I saw him after many, many months, he came to an event I was hosting. I was pregnant at the time, and I ripped right into him. I can't fault him during my DM as he is a great diver and was a great mentor. Just turned into a creepy old lonely man afterwards, like a couple of months afterwards.
37. I'm never reported as backlash was a given: I am a divemaster, I dated my instructor, and when I decided to end my relationship with him and date, he threatened to make sure my new boyfriend would never make Cave instructor.
38. Because of body exposure, men feel more loose to look weirdly and comment about women's bodies. Unfortunately, it is still culturally common, but not seen as normal anymore. I wish I have done something to stop it.
39. The male-on-male sexual harassment I witnessed was from men towards gay men. Making fun and derogatory comments towards them. It is hard to report harassment, especially derogatory comments presented as "jokes" because you're not taken seriously. It is also hard to report lustful glances. I suffered a lot of those when getting ready into my gear. And finally, it's still such a "man's world" that they feel it's their ocean's man cave or escape and thus allowed to have "fun".
40. It is not always blatant sexual harassment, but belittling women, not taking us seriously, adds to an atmosphere that can go south very quickly.
41. Clear statements from the diving agencies and possibility to report to the agencies, make appropriate behaviour a standard.
42. I own a dive centre, so I am a full-time dive professional. One of your questions should have had a third option. 1. Do you work for a dive centre but not an owner. 2 do you work as a

professional as a dive store owner 3. Are you a recreational diver.

43. I think it's getting better with more females in the industry. When I first started diving 12 years ago, it was a lot worse. More like undermining and gender comments. I do think this is changing, and more people are speaking up about it now.
44. Of the instances I have heard about, there is an element of abuse of power, ie, the abuser holds some kind of "power" in, for example, status within the diving industry, age, influence. I am a female and fortunate not to have been the victim to any harassment, but I believe that's because I could be seen to have more "power", so I am not vulnerable to abuse.
45. It was difficult to answer the questions, as I have not directly experienced or witnessed significant sexual harassment in diving, yet plenty close to it. For example, lots of jokes which no one took offense at, irritating comments like "put the kettle on" - probably intended as a joke. I've also had unwanted sexual advances that stopped once I made it clear I was not interested, so I would not class that as harassment. Something that is a significant issue, is the occasional tendency for male divers to manoeuvre a situation that a newer, female diver is less experienced and needs "taken under their wing" presenting it as a kindness, however it is more driven by a need to bolster their own ego and can be a barrier to the novice diver learning and progressing. For example, a female open water student was unable to practice finning and finding her balance in class because an older male assistant kept staying so close, holding her and righting her, and preventing her from moving, while the male student was able to play and swim. I was in a position to remove the assistant, which I did. (This is very different from the genuine support we can all share as divers.)
46. Most of the harassment I witnessed was during my time in Egypt in the 1990s when I was employed by a dive centre/liveaboard company. I was not able to report to authorities in Egypt, although I did report harassment to the dive centres/liveaboards that I worked for. Since owning/running my own business in Australia, I have reported inappropriate behaviour to the training agencies when I have become aware of it. Although the training agencies did take action, I believe any action taken should be swifter. I am also concerned about the apparent lack of inter-training agency communication when "bad actors" arise in the dive community. It should be compulsory for training agencies to alert other training agencies should a dive professional be expelled or suspended. Concerns over potential litigation or pressure to grow business should never come before the safety (physical or psychological) of any dive professional or client.
47. I only included blatant incidents here. I see what I would call microaggressions all the time. Always by men at or about women, either directly or indirectly.
48. I'm sick and tired of it. Why is it acceptable for fat ugly male pros to say to me 'with tits like that, you don't need a BCD' and (when appearing unusually in a shortie wetsuit) 'oh sexy legs'? Or for the owner of a PADI dive shop to say on a boat (with me the only female aboard at the time) to a large group of male clients about a female snorkeller who was in the water at the time, 'She's like a giraffe trying to swim! Hopeless!! Seriously, legs that long are good for only one thing [then mimed wrapping something around his neck and kissing it]'. How is this acceptable, and why don't PADI do something?! They should put in secret agents clients to detect such stuff. I would happily do the job.

49. Number driven instances of sexual harassment very hard to quantify. It's so perpetual in the industry.
50. I'm both a dive pro and tech diver. I don't think the harassment has to do with diving it's in all industries. It's the individual that makes a problem. If they do it while diving, they likely do it in their day jobs too. I've also had a lot of great men that protected me or they spoke up when they saw I was uncomfortable with unwanted attention.
51. I think the definition of sexual harassment is clear, and yet there is a fine line with some gray area. Is it sexual harassment to gossip about a woman with a "reputation" for having been sexually involved with other men? Is it sexual harassment to make comments like, "is your dive bag heavy because it is full of make up?" - I'd say no, but it is certainly offensive or off-putting. There is a lot of that still around. I think women still have to prove themselves and overcome, while men are given the benefit of the doubt.
52. It should be taken seriously. It has dire consequences for a person's self-esteem. Thank you for conducting this survey. Eons in the making.
53. To my knowledge, people have different understandings of what is harassment and what is not acceptable depending on their gender, age and cultural background. And the general attitude of silence around this topic will increase the shame of the victims. Not an easy task.
54. Most "memorable" event that stuck with me was at a recreational gathering of clubs for a dive at Lina wreck, Croatia when the president of Istrian region made disgusting comments to me. When it was time to put on our wetsuit for the dive, everyone onboard started undressing into their bathing suits (normal stuff, happens everywhere) and the president (walked from the other side of a big tourist boat, approached me and started saying to me what lovely skin I have, how he like that it was pale without any tattoos, etc. I was stunned and didn't know what to do, he was standing really close, uncomfortably close, and I was still a relatively new diver, R** but with less than 100 dives and in my bathing suit. I had my dive buddies close to me for comfort, but they also didn't know what to do. We just kind of shrugged, thinking it was a one time thing with that president, but we keep seeing him on every gathering of clubs still 2 years later and he always makes such disgusting comments to women.
55. Women can be more manipulative than men, touching inappropriately and not called out on it as much as men are - their punishment when found guilty is less severe too which is unfair and requires addressing.
56. I find myself very fortunate that I have not witnessed or experienced this after diving all over the Caribbean and helping at our local dive shop (all male). I was a victim (non-diving) three decades + ago, and it's something you really never get over. I am glad you're doing this to help those not as fortunate as I! Thank you!
57. I wanted to file a QM with PADI to report what I witnessed as well as went through for a good 3 years. The initial conversations I had with the QM head and regional manager were not very encouraging, and it became clear that no action would be taken. So I never registered an official complaint because I did not feel safe/protected doing so and felt it would risk my future dive career.

58. My residence is the United States, but I've worked and dove mostly outside the United States, and this happens everywhere in the world. Also, I put 50 as an estimate for the number of times I have or have seen a woman harassed in the industry, but it is a very low estimate.
59. We can promote gender equality and have companies publish propaganda that says there is zero tolerance for sexual harassment.
60. In a male-dominated industry, it feels like an uphill battle as far as reporting goes as a professional. Luckily, I have been able to speak up on others' behalf and try to inform people when their comments are inappropriate and in turn have a negative effect upon the person and environment as a whole. I don't feel like it's taken as seriously as I wish it should be, but at least I'm able to speak my mind.
61. Never feel men treating me disrespectful.
62. It is a very common and structural problem, starting with all male diver groups with a very masculin and toxic culture, which leads to the fact that women are not safe in these spaces. I made different experiences and think it is worse in tech and cold water diving. The whole diving industry has the male body and realities as standard. The agencies must acknowledge this problem as a structural one, including it in the education (rec and pro) and establishing a safe and functioning system and environment for reporting cases. Harassment has to have consequences for diving professionals losing their accreditation, otherwise it will not stop.
63. What is the point of this survey? Nothing will be done because this is a service industry where the guest is right, so most of what happens is swept under the rug. The only time when it comes forward is when white women feel harassed. Brown, ethnic, and South East Asian women don't get their stories heard because it doesn't matter... You need to understand that there is deep-seated racism also linked to these harassment cases, where I've had Europeans say it on my face that they do not care how I, as a brown woman, feel if my boundaries are crossed because they have paid money to be here... So when businesses hear that, they don't take our cases seriously.
64. I haven't been able to answer the number of times for being or witnessing harassment because it is a common practice. Women often get certifications more easily because the male instructors expect 'favours' in return. They are sometimes given, sometimes they're not.
65. There's a very fine line from being friendly and making jokes to being pushy and aggressive. Unfortunately, in the dive industry, it's sometimes hard to define these situations.
66. I am happy to be a female working very part-time for a female captain on a cold water dive boat. There are some male clients who are a little creepy or seem to enjoy the service of having their fins put on for them by a kneeling woman a little too much, but they keep on the right side of the line. There is definitely sexism in the local dive community, but it's almost all the mansplaining type instead of the harassment type. In our area, there are multiple dive shops. One has pretty much all male staff, another mixed and pretty much all the LGBTQ staff in the area, and another both bros and college-age attractive women (pretty much all the blonde surfer girl type). There have been a lot of rumors about the work environment at that last shop, and the owner is marrying a former employee that matches the shop's "type." Customers will go to a mix of shops for practical purposes, but the local community self-sorts based on the vibe they're looking for. I think the fact that we are a cold water destination in a

liberal area helps reduce harassment -everyone is very covered up, most customers are local or local-ish in a community where rumors get around, and most customers own their own equipment and are pretty serious about diving (lots of tech diving here as well) so the general vibe feels mission-driven rather than vacation letting-loose. To me, the fact that the one business with the “type” is thriving shows that even with a lot of factors to hedge against, creeps will find a way.

67. Both clients and dive pros, mostly affecting women by men, but when the man was affected he was usually the dive pro (being harassed by a client).
68. Just want to add context: The majority of the sexual harassment I get is online, though I have experienced it and witnessed it in person as well. I put 20 as a rough estimate, but it has happened more times than I can keep track of.
69. Harassment from dive shop owner/boss. Nothing I can do about it except quit.
70. I have had very good experiences since starting to dive six years ago at a more mature age, I think I’ve been very lucky & dive with a very respectful group of men.
71. Speaking for myself as a female instructor trainer and tech diver, I have gone through seasons of changing in my car or wearing additional clothing to cover up as men (professional and clientele) have made me feel so uncomfortable simply existing, or doing my job, in a bikini and even a full wetsuit. The comments are rampant, and it’s been in every country I’ve visited. I’ve also been harassed on Instagram and Facebook by strangers in the diving world, as well as TWO former instructors of mine who are now blocked. I think sexual harassment (in the in-person and online “bikini” comments, general unwanted advances etc reflect everyday society for women.
72. My personal experience was more based on an ongoing event from the same person (who was the manager of the dive shop & me as an employee). Even though the company has policies for harassment, it is hard to speak up. As you’ll feel like you are causing dramas/ rumours/ unnecessary attention in the team. I left the job after confronting my manager, requesting him to stop his actions, and no action has been taken on his side. However, this is unfair given it was not my fault, leading to me leaving the job. The dive industry should have a better solution in these cases.
73. I never witnessed but got reports of it. Asking only if we witnessed is limiting the answer.
74. When the unwanted attention is from the sole owner - there is NO ONE to report this behavior to, so I chose to move forward by constantly redirecting and repeating my lack of interest. And although my feelings were acknowledged, the behavior persisted. And I have felt somewhat insecure in my job position as a result. I want to believe that’s not the case, but deep down I wonder. Only time will tell.
75. I have known women who have been harassed by divemasters when abroad.
76. Not taken seriously enough, and told by the authorities that there was "not enough evidence". To speak our concerns to a dive agency AND to a client hiring the dive professional in question, and have them so lacking in their approach for investigation or suspending them until further notice is frightening, given they are still working with women in the industry in

places where families visit too. It's upsetting and distressing to feel like we are not being heard, and no one seems to care.

77. Very difficult to report this, seen as being usual behaviour. Not seen as inappropriate, especially with older men.
78. Male instructors can be the worst people in the world. I had a guy working for me for 3 weeks until we found out he had been taking pictures of underage children, "wearing scuba gear" it was a cover, and he was fired.
79. I've probably seen more than I realise, so the numbers I reported are probably higher. Sadly.
80. It's a topic that needs to be addressed, NOW. Not even PADI or SSI takes incident reports related to harassment seriously. I have witnessed several incidents involving myself, but also students from other instructors (Male instructors) being harassed. I recently had another colleague stepping in front of a dive professional and me, because of harassment. I've had dive professionals (men) following me to the toilet and waiting outside. I've had dive professionals (men) staring at me nonstop taking a fresh water shower.. The list is endless, and nobody's doing anything. I quit my job because of this recently. Good luck with whatever you're planning.
81. Lamentable es una situación que como sociedad se ha normalizado y no siempre se defiende por miedo a la agresión o simplemente por falta de empatía, tanto para mujeres como para hombres. Y esto no es algo de fronteras porque en cualquier lugar se ve y con mayor índice en personas tímidas o de carácter pasivo. (From Google Translate: It's unfortunate that this situation has become normalized as a society, and women and men don't always defend themselves out of fear of aggression or simply a lack of empathy. And this isn't something that transcends borders, because it can be seen everywhere, and at a higher rate among shy or passive people.)
82. I can only recommend to pick your choice of the Dive center very carefully, and get an idea of the ongoing mentality at the current place. Sometimes it's incredibly hard to change a "running system", but you can support a good running system, set a good example and provide an Open ear and infrastructure for such incidents, when you yourself are in a leading position one day.
83. Owners of dive businesses who think they can say and do whatever they want just because they are the owners.
84. I've been harassed by boat captains mainly, and saw them harassing my female clients. I spoke up and it didn't go nowhere. I just "lost" the freelancing job because I was a nuisance. Terrible people. Causes and solutions, we all know what they are.
85. It is widespread and pervasive. Dive professionals abuse their positions of power, and clients who are on holiday assume that it is a free-for-all and indulge in behaviour they wouldn't dream of undertaking at other times. Dive pros are there to keep people safe, not as eye candy or a surefire flirt, and not to use their position purely as a way to sleep with clients.
86. Sexual harassment has no place in diving.

87. While I have answered 25 to each of the questions about sexual harassment, this is because there were too many instances to count. It is a pervasive and ongoing issue, not only in diving. And it is frequently perpetrated by senior dive professionals- or often the business owners for whom I worked,
88. I have not witnessed, but I've heard of at least two cases of sexual harassment in my country, in the dive industry, and I know the agencies and the diving community didn't do anything.
89. Antes habia mas machismo en este deporte, aun prevalece pero menos qe hace algunos años. (Google Translate: There used to be more machismo in this sport; it still prevails, but less so than a few years ago.)
90. I think there is a lot of "grey areas" in this industry, and by that I mean behaviours that are clearly disturbing to me (e.g., making girls suck yogurt out of condoms held by men on their crouch as part of their snorkel test, or making them take body shots on men's butt cracks) are actually taken as jokes by women themselves. However, for my snorkel test, I made my boundaries very clear to the organizers, and they were respected and not debated in any way. Yet, I find it hard to believe that intoxicated women in the middle of their snorkel test fully understand what "games" they are made to play and that they have the capacity to consent to it. On another note, I think I'd be interesting to also explore homophobic behaviours in this industry. I've never been surrounded by so many people of all ages that still think homophobic jokes are funny.
91. Most of the sexual harassment I have noticed or suffered was verbal. There is a lack of respect towards women, just because they are women. Mostly comes from older guys, instructors, superiors. THET FEEL LIKE THEY HAVE MORE POWER.
92. My agency does have policies, but they are not clear and not talked about during professional training. I just said 20 times I've been harassed because they are too many to count. Uncomfortable comments happen on an alarmingly regular basis, often disguised as compliments. Physical harassment has happened one time by my boss and cave instructor. I quit after that, and he decided not to pay me what was owed. As a new diver in the area, I decided not to report to authorities, the case was almost impossible to win, and I could shut myself out of other potential jobs.
93. Fortunately, the incidents of sexual harassment I have seen in the dive industry are limited to a couple of creepy instructors/dive shop owners. And both of them were strictly recreational divers. In tech diving, the level of professionalism seems to be much higher in general, and specifically, all of the divers and dive professionals I've interacted with have been respectful towards women. I have seen and dealt with much less harassment in diving than I have in the US military.
94. For some old white men, once they pay me for a course, they act as if they "owned" me. Often, it's as if they've never seen a girl in a bikini before. But it never got to assault (so far, it's always been verbal), and therefore, I don't mind that much. I guess I'm here to please, and if seeing boobs is what makes their day... You're welcome!
95. The current situation is hard for any woman; it's a male-dominated industry. Most of the male instructors are in this job because of the lifestyle and easy access to women. If something happens to a woman, it's always covered by another man, and in the end, the

women loses their jobs or a chance to experience scuba diving safe and properly. Me, as a dive professional, didn't get jobs because of my gender, even if I was higher trained than the male instructor that got the job. I got not the manager position because Men think Men do it better.

96. Thought in this industry, females should support other females. Reality is, that in management, the female manager seems to hate women, and the male staff gets always prioritized. -people reporting sexual harassment just get ignored in some cases, as the people that get the report are harassers too.