Fieldwork Code of Conduct
19 April 2021

Everyone participating in Fieldwork at our organization has the right to an environment free from bullying, discrimination, exclusion, harassment, sexual misconduct or assault, and violence, as well as the right to a place characterized by collective civility and respect for each individual’s contribution to our mission.

We aim to foster a scientific community that is safe, hospitable, and productive for all of its members. Thus, we seek to provide a welcoming and productive environment for all participants in fieldwork, travel, meetings, workshops, events, and communications—regardless of gender, sexual orientation, gender identity, race, ethnicity, religion, ability, neurology, physical appearance or body size, first language or accent, marital or reproductive status, age, or career level. During all activities and communications, you are expected to follow federal and state law and the policies and procedures of our institution and facility, including Federal Laws Related to Employee Conduct and the Principals of Ethical Conduct for X organization employees. In addition, all participants (including, but not limited to students, volunteers, interns, visiting researchers, SERC staff and contractors, service providers, and others) are expected to abide by this Code of Conduct.

This Code of Conduct applies to all components of on- and off-site work and travel, including after-hours while on travel. This includes all online environments - email, Microsoft Teams, Slack and all social media - as well as in-person events where components are sponsored by or located at organizations other than SERC but held in conjunction with SERC, hosted by or hosting SERC staff. In addition, this Code of Conduct applies to ALL interactions between supervisors and supervisees at all times, even during non-work hours and locations. We expect all participants to live up to our pledge to provide a respectful, inclusive scientific community.

All participants, students, volunteers, interns, fellows, staff members, contractors, non-SI station managers, guests and service providers are expected to:

- Be treated with respect and consideration,
- Value a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Be mindful of your surroundings and of your fellow participants.
- Alert a team member if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the offsite location or communication platform, including SERC and other SI facilities.
Unacceptable Behavior

- Harassment (verbal and non-verbal), sexual harassment, bullying, violence or discrimination in any form.
- Physical or verbal abuse of any participants, students, volunteers, interns, fellows, staff members, contractors, non-SI station managers and guests, and service providers.
- Personal attacks directed toward other participants, students, volunteers, interns, fellows, staff members, contractors, non-SI station managers and guests, and service providers.
- Privacy violations, including recording participants without the consent of participating individuals.
- Disruption of activities at any location or online.
- Retaliation against individuals reporting inappropriate conduct or falsely reporting bad behavior will not be tolerated.
- Representing a personal position as one held by SERC, SI or the field team.
- Examples of unacceptable behavior include, but are not limited to,
  - Verbal comments related to gender, sexual orientation, gender identity, race, ethnicity, religion, ability, neurology, physical appearance or body size, first language or accent, marital or reproductive status or age
  - Displays, comments, reference, or actions of insulting or unwanted material rooted in stereotype and disrespect
  - Inappropriate use of nudity and/or sexual images in public spaces or in presentations, while conducting fieldwork or at any time on work travel
  - Threatening or stalking any participants, students, volunteers, interns, fellows, staff members, contractors, non-SI station managers and guests, and service providers.
  - Restricting access to resources and basic needs related to personal identity

Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- Team leads, supervisors, host institution station managers, etc. may take action including their immediate removal from the environment or field site/station without warning, reporting the incident to SERC leadership, and law enforcement and campus security when appropriate.
- Team leads, supervisors, host institution station managers, etc. reserve the right to prohibit participation in future fieldwork based on reported violations of this code of conduct.