UC Central Valley Field Safety Plan

**Code of Conduct** *(adapted from the Electromagnetic Field Camp website https://www.emfcamp.org/code-of-conduct)*

- **Expected Behavior**
  - All staff, students, faculty, visitors, collaborators, and community members will be treated with respect and consideration.
  - Be cooperative, understanding, and kind.
  - Be aware of your surroundings and those of your colleagues and report any incidents.

- **Unacceptable Behavior**
  We do not tolerate any form of harassment, abuse, or discrimination including, but not limited to:
  - Prejudice against race, ethnicity, nationality, sexuality, gender identity, ability, religion, physical appearance, or class.
  - Sexual harassment, intimidation, stalking, and unconsented and unwanted attention or touching. Someone’s way of interacting, dressing, or sexuality is not consent.
  - Invasion of personal space. If you are asked to leave someone alone or to leave a site, you must respect this.
  - Unconsented use of film or photography. Anyone visible is photos or film must consent to being recorded.
  - Elitism, gatekeeping, and gaslighting. Do not belittle or reduce the experiences and knowledge of others.

**Reporting violations:**

- Violations can be reported directly to your supervisor.
- They can also be made through the respective Harassment & Discrimination Assistance Prevention Program online or over the phone [https://hdapp.sf.ucdavis.edu/report-incident](https://hdapp.sf.ucdavis.edu/report-incident) or [https://ophd.ucmerced.edu/](https://ophd.ucmerced.edu/)
- Additional resources:
  - UC DAVIS
    - OMBUDS: [https://ombuds.ucdavis.edu/](https://ombuds.ucdavis.edu/) (530-754-7233)
    - CARES: [https://care.ucdavis.edu/](https://care.ucdavis.edu/) (530-752-3299)
    - ASAP: [https://hr.ucdavis.edu/departments/asap](https://hr.ucdavis.edu/departments/asap) (530-752-2727)
    - UCD Counseling Center: [https://shcs.ucdavis.edu/counseling-services](https://shcs.ucdavis.edu/counseling-services) (530-752-0871)
  - UC MERCEDES
    - OMBUDS: [https://ombuds.ucmerced.edu](https://ombuds.ucmerced.edu) (209) 228-4410
    - CARE: [https://care.ucmerced.edu](https://care.ucmerced.edu) (209)-228-4147
Training resources: These are available for antidiscrimination, bystander intervention, and de-escalation training. Supervisors and anyone leading lab/fieldwork should take these trainings and feel comfortable relaying learned information to others.

- I Hollaback offers Bystander, De-escalation, Implicit Bias, and Sexual Harassment Training: [https://www.hollaback.org/harassmenttraining/?gclid=CjwKCAjw9rDBhBxEiwA9qYUpTflrfX8K1hZGJloqs1bQaRCVAgW0u7w6FUId6oGUTrmHhN6X60YoRoC-ncQAvD_BwE](https://www.hollaback.org/harassmenttraining/?gclid=CjwKCAjw9rDBhBxEiwA9qYUpTflrfX8K1hZGJloqs1bQaRCVAgW0u7w6FUId6oGUTrmHhN6X60YoRoC-ncQAvD_BwE)

Safety assessment of field site:

- Thoroughly assess the field site and its access points
  o Is there cell service?
  o How remote is the site?
  o Is the site easily accessible to your team? Can accommodations be made? Can recommendations be made to site managers to make it more accessible?
- Determine necessary safety and work equipment
- Inform and prepare personnel of the work involved and potential hazards

Racial risk assessment of sites for field work

- Prejudice can occur anywhere as at-risk individuals may be viewed as different when conducting research in the field. Because of this, racial risk assessments need to be made and concerns must be addressed with the entire lab before conducting field work. All at-risk individuals that can face prejudice should be considered when assessing a field site.
- Things to consider when assessing a site:
  o Are there symbols of hate/ bigotry at or around the field site?
  o Does this area have a history of hate crimes/ discrimination?
  o What is the political climate?
  o What is the local/ national/ international law in this area?
  o Has another at-risk colleague worked at this site before? Are they willing to share their experience?

**Supervisors must educate themselves on these issues and shouldn’t look to at-risk individuals to bear the burden of education.**
Ways to mitigate risk:
- No solo fieldwork
- Check-in and check-out with supervisors when conducting fieldwork
- Provide official high-vis gear (hats/jackets/ vests) with logos
- Use UC official vehicles
- Carry credentials- ID, passport, institution ID
- Carry hard copies of permits
- Keep important phone numbers for reporting in a first aid kit
- Introduce team or provide notices of research to people living near the field site
- Meet with site managers prior to fieldwork and provide dates of when you're working.

Pre-departure checklist of discussions within the field team:
- Review bystander techniques
- Review procedures for documenting/reporting incidents
- Review ways to mitigate risk

Procedures for documenting incidents in the field:
- Safety of the at-risk individual is the top priority. If addressing prejudice/harassment while in the field will only worsen the situation, wait until after the work is complete or safety can be ensured. Document incidents by:
  - Taking notes in a journal/ field guide
  - Save notes/ email drafts in your phone/ computer
  - Make voice notes in phone/computer
  - Take pictures
  - Call/ talk to supervisor or a peer you can trust in the meantime

Additional required or supported training
- URGE- Unlearning Racism in GEoscience offers a "community-wide journal-reading and policy-design curriculum to help Geoscientists unlearn racism and improve accessibility, justice, equity, diversity, and inclusion (AJEDI) in our discipline." Participating in the URGE program will deepen your understanding of racism in STEM and help you create actionable items for change and anti-racism policies.
- Example Safety Plan: (Demery & Pipkin, 2021)
  www.preprints.org/manuscript/202008.0021/
- More Resources: https://serc.carleton.edu/advancegeo/resources/field_work.html