Overview

Field and laboratory work is essential to 21st century geoscience. We also recognize that field and laboratory spaces may present unsafe or uncomfortable situations, particularly to Black, Indigenous, and People of Color (BIPOC) students. The following document consists of both a Safety Plan for fieldwork, and a Code of Conduct for participating in MSU-sponsored work. These principles apply on and off campus, and are meant as a supplement to but not a replacement for any university-level policies that govern our behavior.

Field Work and Field Trips. When working in the field please adhere to these core safety principles:

- Inform your research mentor and at least one other person (e.g. a parent or trusted friend) when you plan to be in the field, where you will be, who you will be traveling with, and your planned return time.

- Bring adequate food and water, particularly in remote areas.

- Dress appropriately for the weather and conditions. If you are not sure what to wear, consult with your mentor.

- Wear a high visibility vest when working near a road.

- Remember that you are representing the university, particularly if you are traveling in a university vehicle. This may place further scrutiny on your behavior, or present a risk when traveling in remote areas.

- Maintain awareness of your surroundings, and always give yourself an out.

- Underrepresented individuals (including women, LGBTQ+, and Black, Indigenous, and People of Color) may be at greater risk when working in the field, particularly in remote areas. Please speak with your research mentor if you have any concerns about bias or harassment prior to leaving for field work. Your mentor is aware of these dangers, and will do everything they can to ensure that your experience is safe and positive.

If anything, you experience in the field (including travel to- or from) makes you feel uncomfortable or unsafe please speak up. Call 911 in emergencies. Report incidents to your

[1](https://www.mnsu.edu/conduct/studentresources.html)
research mentor. If you feel you experienced bias or harassment as part of your work on behalf of the university, you may also report it here:

https://mankato.mnsu.edu/biasreporting/

**Code of Conduct**

To create an inclusive, safe, enjoyable, and high-quality field experience, all participants must feel valued and be protected from harassment. All participants will adhere to this Code of Conduct when participating in MSU-sponsored activities in classrooms, laboratories, or in the field.

- All communication, be it online or in person, should be appropriate for a professional audience, and be considerate of people from different cultural backgrounds. Sexual language and imagery is not appropriate at any time.
- Be kind to others and do not insult or put down other group members.
- Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.
- Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome sexual attention.
- Participants asked to stop any harassing behavior are expected to comply immediately.
- Contribute to group discussions with a constructive, positive approach.
- Be mindful of talking over others when discussing in groups, and be willing to actively listen to the ideas of others.

Diversity and Inclusion is critical to everyone’s success. Unfortunately, Geology has a long history of bias, discrimination, and harassment. We are working to make our science more welcoming and inclusive because it is the right thing to do, and because it is good for the discipline we enjoy. In turn, learning how to value and respect diverse people and viewpoints will make you a more valuable member of the geoscience workforce, and a better player on your professional team.

Violations of this Code of Conduct should be reported to your mentor (incidents of bias or criminal harassment will be reported to proper authorities). Initial violations may be addressed through conversation between the mentor and the offender. Persistent or significant violations will be reported to the university and/or local authorities, and may impact your course grade or ability to remain enrolled in the university.

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2 This Code of Conduct is modified from a CC-BY 4.0 document developed by the Basin Research Group (Dr. Chris Jackson, Imperial College), which was intern modified from materials provided by Christine Bahalai, Kirstie Whitaker, Jon Hill, Sam Krevor, and Ben Britton.
Sign and return this form to your instructor or research mentor.

I agree to abide by the Safety Principles and Code of Conduct described above.

Name (sign)___________________________________

Name (print)___________________________________

Date___________________________________