The Earth Science Department URGE Pod suggests to the UNH Earth Science department that they adopt these field work safety planning materials drafted by pod member Sophia Burke. We reviewed this document during our pod meeting and considered the additional safety needs depending on the research setting (e.g. laboratory settings, shipboard research, remote vs. urban settings, local vs. international research).

We suggest the following considerations for adopting this plan for research conducted in association with the Earth Science Department:

- PIs will be asked to fill out one field safety plan per field site/season (to avoid multiple plans submitted for multiple trips to the same site)
- A “sliding scale” in terms of plan complexity should be created so that fieldwork that occurs locally does not require the same information as fieldwork that occurs abroad.
- Special consideration of safety needs for BIPOC students would be discussed with the fieldwork team, like:
  - Safety vests or other signifiers on apparel indicating that field team members are on site in an official capacity
  - Someone “on call” for safety to confirm team members are supposed to be where they are for research purposes
- Field leaders are responsible for developing a detailed risk assessment with mitigation strategies discussed with the members of the field team before departure
  - This risk assessment should follow the model of an inclusive risk assessment that explicitly considers hazards and mitigation strategies for BIPOC students and faculty, as well as of those of women, disabled, and LGBTQ+ students and faculty
- The field safety plan should be used as a template for discussion with the field team so that additional safety concerns and mitigation strategies can be added that pertain specifically to the field team.
  - Field teams should discuss a plan for what to do in case threatening situations and/or medical emergencies arise in the field prior to beginning field work
General Fieldwork Safety Guidelines:

- PIs should contact other colleagues and officials (e.g., Bureau of Land Management, National Parks Service, town managers) to let them know that the field team is working in the area.
- Adopt a “buddy system” policy for all individuals working in the field.
- In addition to traditional fieldwork preparation training like First Aid, Bear/Wildlife Safety, Boat Safety, Defensive Driving, etc., ESCI students and faculty conducting fieldwork should partake in Bystander Intervention Training and Conflict De-escalation Training.

Code of Conduct and Participant Norms/Expectations include:

- Behave professionally in all settings of a fieldwork trip, including during off hours and/or while at port while at sea. Harassment and sexist, racist, or exclusionary jokes are not appropriate at any time during field trips.
- 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.
- Participants should consider and discuss cultural differences in behavior and participation in fieldwork depending on fieldwork location or cultural origin of the participant.
- Participants should be provided with adequate personal space, opportunity for alone time if they should desire it when working closely in a group.