Lab and Field Safety Document

This class/lab/field trip is a learning community removed from familiar surroundings of the USU campus, some of our friends, and family. In order to fulfill the potential for learning and to preserve the spirit of community during our field course, we must show respect for the rights, privileges, and sensibilities of everyone in our community and of those with whom we interact outside of our group. Actions that make the atmosphere intimidating, threatening, hostile, or generally unpleasant to individuals are therefore regarded as serious offenses. For example, rude, sarcastic, obscene, or disrespectful speech and disruptive behavior have a negative impact on the learning experience for the group. Abusive or harassing behavior, verbal or physical, which demeans, intimidates, threatens, or injures another because of their personal characteristics or beliefs will be subject to disciplinary sanctions.

During your time here at USU in the Geosciences department, you are each other’s primary support system and you can/should be each other’s primary contacts and support systems when you get out into the working world. Act like any one of your classmates could be the recommendation you need in order to get your dream job, because this is likely.

In any class you take, please talk to your professor if you experience any form of intimidation or threatening behavior. If you are not comfortable with your professor, talk to the department chair (Dr. Joel Pederson) or another faculty member on campus or in the department. You may also report an issue to someone outside of the department: https://www.usu.edu/campus-life/safety/. Please also take advantage of other campus resources, such as counseling, health and wellness, or anything else you may need.

Inclusivity and diversity
Enjoyable, high-quality research can only be conducted when you feel safe, secure, and supported. All group members must be dedicated to a harassment-free experience for everyone, regardless of gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, and/or religion. We do not tolerate harassment by and/or of members of our group in any form, and we ask all members of the community to conform to the following:

Code of Conduct:
- 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 discussions in meetings with a constructive, positive approach
- Be mindful of talking over others when discussing in groups, and be willing to hear out the ideas of others.

In addition to making group members feel safe and secure, diversity and inclusivity has numerous benefits to us all. Put simply, the greater the mix of people in our group, the greater the mix of skills, experiences, perspectives, and ideas we can collectively draw on. But the benefits of diversity and equality cannot be fully achieved without creating an inclusive environment.

Faculty/PIs will discuss the Code of Conduct with students or other faculty who violate these rules, no matter how much they contribute to the program, or how specialized or needed their skill set. If inappropriate behavior persists after this initial discussion, formal processes, in line with university policy, will commence. To report an issue, please contact faculty/PI, or you can report through the University Safety Office.

All faculty must also include either their Field or Lab Safety form for their specific project or space. All information from the safety forms must be shared with students before projects begin.

Field Safety Fillable Form: Department Field Safety Plan template

Training for Faculty

- Sexual Harassment/Misconduct (?)
- Upstander Prevention
- Inclusion and Implicit Bias (2 parts)
- Antiracism and/or Allies

Training for Students

- Sexual Misconduct
- Inclusion and Implicit Bias (available for students?)

Required Discussions for Lab PI’s:

- Review of lab safety plan
- Contact information for PI
- Expectation of hours of work
- Mental health support
- PPE requirements, necessary gear
- ‘People in spaces’ risk assessment (safety concerns due to race, gender, etc.)
- What to do if locked out of the lab space
- Safety buddy (Google sheet lab log)
Required Discussions for Field Trip Leaders:

- Review of the field safety plan
- Mental health support
- Field location/duration/camping location and contact information
- Necessary gear
- Driving rules
- Duration of drive, access to food/water
- Racial risk assessment
- Animal and plant hazards
- Have landowners been contacted?
- Bathroom/hygiene
- Physical requirements (mileage, elevation gain, trail or off-trail, weather)
- Safety measures (PPE)
- Cell phone service availability
- Medical information

Procedures for documenting incidents in the lab or field: (Session 2 Deliverable)

- The USU reporting policy is linked here: http://www.usu.edu/equity/report
- The USU Geoscience department does not currently have a reporting policy for staff, students, faculty regarding discrimination and harassment
- Reports for discrimination or sexual misconduct can be made online and can be made anonymously by students (https://www.usu.edu/equity/report). Employees must include their name when filing a report, either on behalf of a student or for themselves. However, if a formal investigation is requested, the victim can no longer remain anonymous.
- USU’s Inclusion Center Social Climate Support Team allows reporting of: 1) discrimination or harassment; 2) sexual assault or misconduct; or 3) to report a student of concern: https://www.usu.edu/inclusion/advocacy/index.
- Reporting Protocols for reporting sexual misconduct (students and employees): https://www.usu.edu/equity/report

Additional Resources:

Below are many of the resources available to students and faculty at USU. The following link provides information on other resources: https://www.usu.edu/student-affairs/

Office of Equity
https://www.usu.edu/equity/index
Old Main Room 161, UMC 1475
Logan, UT 84322-1475
435-797-1266
titleix@usu.edu

Counseling and Psychological Services
https://aggiewellness.usu.edu/
Taggart Student Center (TSC) 306
Logan, UT 84322-0185
435-797-1012
capsinfo@usu.edu
M-F: 8am-5pm

**Student Health and Wellness Center**
https://health.usu.edu/
9100 Old Main Hill
Logan, UT 84322-0185
435-797-1660
M-F: 8:30am-4:30pm

**Disability Resource Center**
https://www.usu.edu/drc/
University Inn Suite 101
Logan, UT 84322-0185
435-797-0130

**Inclusion Center**
https://www.usu.edu/inclusion/
Taggart Student Center 315
0185 Old Main Hill
Logan, UT 84322-0185
435-797-1728
inclusion@usu.edu

**Veterans Resource Office**
https://www.usu.edu/veterans/
Taggart Student Center, Suite 225
Logan, UT 84322-0106
435-797-7886
veteransresources@usu.edu
M-H: 8:00am-5:00pm