Overview. The SEOE values the participation of every member of the community – from undergraduate students taking introductory SEOE classes to majors, faculty, staff and graduate students. This safety plan and code of conduct should consider all these members. The SEOE wants to ensure that every member of the community enjoys a fulfilling experience, both professionally and personally. Thus, all members of the SEOE are expected to join in creating an inclusive culture.

This safety plan is not a legal document, and as such, SEOE community members should also refer to specific University of South Carolina policies regarding codes of conduct in the academic workplace.

Inclusivity. To create a safe environment, we need to foster a culture in which people feel comfortable to speak up if they see something that is wrong – unfair/racist/xenophobic etc. – either in the moment, or if more appropriate in the context, through reporting through the University process and/or to supportive senior faculty mentors. We, as the SEOE, are dedicated to an environment in which harassment is not tolerated for anyone, regardless of race, religion, ethnicity, age, physical appearance, disability, sexual orientation and/or gender identity and expression.

Additionally, educating the whole community on DEI issues – including not only those who are coming forward for training opportunities but those who are not – is an important step towards creating an inclusive and safe space.

Field Work. Part of the geoscience education and research experience may involve field and laboratory work, often traveling outside of South Carolina. The SEOE, and its constituent research groups, will continue to assess what aspects of field and laboratory work place undue stress on its members. For instance, in preparation for field work and/or field trips related to SEOE courses, SEOE members should keep in mind what financial barriers may exist in traveling for fieldwork (e.g. food costs). Given the nature of field work, SEOE members will keep in mind that not all students have experienced all geographies. As such, in advance of any field-related activities, SEOE members should compile a risk assessment (physical hazards, racial risks) of field sites, including procedures for documenting incidents in the field. SEOE members will strive to make field experiences dynamic, community-focused and culturally sensitive.

Mental Health. Various aspects of academic life can challenge one’s mental health. it’s important to create an atmosphere in which we recognize that we are all whole individuals, that
work is not everything in our lives, and self care is importance. Talking about these issues in classes and labs, and acknowledging that we all feel stress and face challenges at times, could help isolate the sense of isolation of people going through these times. It is critical for all SEOE members to be aware of University resources related to mental health. See resources below:

**UofSC Counseling & Psychiatry:** 803-777-5223  
**24-Hour National Suicide Prevention Hotline:** 800-273-8255  
**Crisis Text Line:** Text HELLO to 741741 (FREE, 24/7 and confidential)  
**The Trevor Lifeline (LGBTQ individuals):** 866-488-7386

Additionally, the below groups are resources for aspects of social wellness:

- Black Faculty and Staff Association  
- Bystander Intervention – Gamecocks Stand Up  
- Gamecock Recovery Ally  
- Green Zone Ally  
- Safe Zone Ally