

URGE DELIVERABLE 6 - SAFETY PLAN, UAF-POD

1. Code of conduct

- The Student code of conduct applies:
<https://www.alaska.edu/bor/policy/09.02-Student%20Rights%20and%20Responsibilities.pdf>
- Some aspects of [Deliverable 1](#) apply as extension.
- Nondiscrimination: <https://www.alaska.edu/nondiscrimination/>
- Field work should be governed by the following:
 - IARC provides this code of conduct:
https://www.uaf.edu/research/files/researcher-support/032017_IARC-Field-Code-of-Conduct.pdf
 - The GI has a student field safety rights document which covers Title IX and safety reporting (apparently this is UAF wide?)
<https://www.uaf.edu/research/files/researcher-support/Geophysical-Institute-Student-Safety-Rights2.pdf>
 - Copy of this is included in each field communication device case which students are required to have access to.
- **URGE POD RECOMMENDATIONS:**
 - Develop a UAF-wide, coherent field code of conduct.
 - Develop code of conduct for staff & faculty

2. Process for reporting violations - [See deliverable 2](#)

- Title IX reporting form: <https://uaf.edu/titleix/file-a-report/index.php>
- Other reporting information: <https://uaf.edu/equity/reporting.php#other>
 - Discrimination
 - Employee conduct
 - Student conduct
 - Academic conflict assistance

3. Training resources:

- myUA contains a vast library of training resources
<https://myua.pageuppeople.com/learning/>
 - Annual required training:
 - Workplace Harassment Prevention
 - Title IX (covers bystander intervention techniques)
 - Behaviour Based Safety
 - Several “Position Required Trainings”
 - Other tiers are “Professional Development”, “Personal Learning”

- UAF Nanook Diversity and Action Center (<https://uaf.edu/ndac/trainings/>) offers the following trainings in some combinations of scheduled, individual online, or on request
 - SafeZone LGBTQIA2+ Ally training
 - QPR Suicide Prevention training
 - Green Dot Bystander training (2 levels, 90 minutes or 4 hours)
 - Campus Security Authority (for staff who advise/interact with students)
 - Identity & Intersectionality
 - Inclusive Leadership
 - Self-care
- CFOS has additional training for field work, similar specific, unit specific trainings are provided, depending on the field work needs (through e.g., AVO, or GI) <https://www.uaf.edu/cfos/internal-resources/training/field-work/>
- Vice Chancellor For Research Office financially supports the cost of fieldwork training for students, faculty, and staff run through Nanook Recreation Outdoor Adventures <https://www.uaf.edu/recreation/outdoor-adventures/classes-and-safety.php>
 - Wilderness First Aid
 - Wilderness First Responder
 - Creating a Respectful Field camp
 - GreenDot
 - Safezone
 - QPR
 - Glacier travel and crevasse rescue
 - Avalanche Safety
 - CPR/AED
 - 2-hour bear safety refresher
 - Know Before you Go - UAF Risk Management Procedures
 - Covers UAF firearms in the field policy (<https://uaf.edu/chancellor/initiatives-and-policies/policy/02.09.020.php>)
 - Covers UAF alcohol in the field policy (TLDR - don't bring it) (<https://uaf.edu/chancellor/initiatives-and-policies/policy/02.09.020.php>)
 - Backcountry safety 101
 - Bear Awareness and bear spray practice (6 hour)
 - Firearms training
 - Introduction to ATVS and Snowmachine

- **URGE Pod recommendations:**
 - In-person recurring training modules likely are more effective.
 - Allyship and bystander training important

4. Field work:

- Codes of conduct listed above
- Most UAF field work policy and procedures seem to be focused on safety from natural hazards. A field work plan checklist is provided (<https://www.uaf.edu/safety/files/occupational-safety/Field-Emergency-Plan-Guideline-Checklist-June-2016.docx>) and a completed Field Emergency Plan must be forwarded to Environmental, Health, Safety, and Risk Management (EHSRM) for review by the trip leader or other authorized employee completing the plan, no later than 10 days prior to the start of travel. The Department/Institute Director must also review and acknowledge (approve) your plan prior to travel. A copy of this plan should be provided to supervisors and emergency contacts prior to departure.
 - The hazard assessment is primarily focused on standard environmental health and safety concerns
 - Example plan template
<https://www.uaf.edu/safety/files/occupational-safety/Field-Emergency-Plan-2019.docx>
- **URGE Pod recommendations:**

Moving forward, we would like to see additions to a geoscience field work code of conduct to include a pre-departure checklist to verify the following topics have been clearly discussed and documented with all field expedition members:

 - Racial & sexuality risk assessment of field locations (including travel to/from the sites)
 - Explicit risk mitigation and safety plan for potential incidents related to identity (whether perpetrated by non-field-members, or within the field team)
 - Documented discussions within the field team
 - Clear understanding of procedures for documenting incidents in the field
 - completed IRB process for any work that involves interacting with local knowledge-holders
 - Alcohol safety guidelines
 - Mandatory training on Alaskan indigenous culture or other basic cultural competency for the field location

- Mandatory documented conversation about respectful and safe work environments (e.g. bathroom use, cultural training, addressing any concerns raised by any field member)
- Based on those suggestions we would like to see renewed and improved UAF-wide reporting policies for incidents during fieldwork. This would include completing a post-fieldwork feedback form for all fieldwork members to complete regarding their sense of personal safety while in the field.