



Bates

DEPARTMENT OF EARTH
AND CLIMATE SCIENCES

Department of Earth and Climate Sciences -- Community of Practice

This code of conduct is intended to apply to everyone involved in Earth & Climate Sciences department field work or off-campus travel. The code of conduct is revised at regular intervals (typically yearly) and we welcome your input on it at any time.

Reporting of Incidents of Sexual Misconduct and Civil Rights Violation

It is the policy of the Department of Earth and Climate Sciences to report any and all incidents of racial injustice, bias, harassment, intimidation, sexual misconduct, or other concerns as explained by the Bates Office of Title IX and Civil Rights Compliance (bates.edu/here-to-help). If faculty and staff in the department are made aware or witness an incident, they commit to reaching out to the person(s) affected to offer support and information about pathways to address and resolve, and share with them resources for official reporting (which can be completely anonymous). More information on college policies, resources, and pathways to reporting and resolution can be found at bates.edu/here-to-help.

When an incident is reported, Gwen Lexow, Director of Title IX & Civil Rights Compliance, or another member of the Title IX and Civil Rights Compliance team will also reach out to offer support and information. No action is required by the person affected by the incident.

More information about reporting can be found in the last section of this document.

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We recognize that our field of study in the natural sciences was largely built upon systemic racism and settler colonialism and led predominantly in the past by white, mostly men, scholars who perpetuate, implicitly or explicitly, harm by upholding white supremacy. In fact, most of the books, papers and maps that we use and study have been written by white people. We strive to bring examples to you of research done from different perspectives as we work towards anti-racism. Please contact your instructors if you have any suggestions to improve the quality of the course materials. For more reading about the history of race and racism in our field see [this document](#).

General Expectations

- Professionalism and high academic achievement whether we are indoors or outdoors. When we are out in the field it may feel like a hike with your friends, and at some level it is, but it is first and foremost an academic class that happens to be outdoors. Our expectations of you don't change with the venue.
- Plan ahead in order to be early for field trips. If you are delayed or cannot join for any reason, please communicate via text with your instructors or TAs. Phone numbers will be distributed separately.
- During class, we will take regular breaks so that you may stretch, get water, go to the bathroom, get food, etc. You do not have to wait until a designated break to stand, walk around, and attend to your needs. Every person is different, and you should do what works for you. However, please be mindful not to disturb your peers in the class.
- Please do not text or surf the web during class, unless it is part of a course assignment or an emergency situation.
- Consider the impact of your actions and words on your peers.
- Accept mistakes with grace when they are pointed out.
- Consider the impact of your body, of your actions, and of your words in our classroom, lab, and field space. Identify and consider the different privileges afforded to you if you are white, cis-gender, heterosexual, identify as male, abled, or are otherwise in a position of power.
- Please feel comfortable raising concerns with us about any aspect of the course. We also hold ourselves to the same expectations and seek to address any barriers related to identity (please see the section on reporting sexual misconduct and civil rights violations).
- Take the initiative to help! This course has complicated logistics and we could surely use your help.
- Work with and reach out to people you do not know.
- Please let us know as soon as possible if you anticipate barriers related to the format or requirements of a course. It is our goal that anyone who would like to take a course, can successfully do so.

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- *You do not need to be registered with the Accessible Education Office to talk to us about potential barriers to accessibility you identify in an EACS course (at any point during the semester).* However, if you know you require accommodations, we also encourage you to establish an Accommodation Plan with the Dean of Students. Even if you are not sure you need any accommodations, we encourage you to meet with the staff in the Accessible Education Office (basement of Ladd library or virtually).

General Preparation For Any Off-Campus Travel

The following behaviors are considered violations of the Bates Earth & Climate Sciences Department Code of Conduct:

- *Title IX Violation* is the collective term used for incidents involving discrimination, harassment, sexual harassment, sexual misconduct, stalking, dating violence, domestic violence, and/or retaliation.
- *Sexual Harassment* includes unwelcome sexual advances, requests for sexual favors, other verbal or physical conduct of a sexual nature, and offensive comments related to gender, gender identity and expression, sexual orientation, physical appearance, race/ethnicity, body size, and age.
- *Sexual Misconduct* includes rape, sexual assault, inappropriate touching, sexual battery, sexual exploitation, coercion, and other forms of non-consensual sexual activity.
- *Stalking* or repeatedly following, harassing, threatening, or intimidating others. Stalking takes many different formats including in-person, by telephone, mail, electronic communication, or social media.
- *Patterns of inappropriate social contact*, such as requesting/assuming inappropriate levels of intimacy with others.
- *Dating and Domestic Violence* including emotional, verbal, and economic abuse with or without the presence of physical abuse.
- *Retaliation* in the form of adverse employment, academic or other actions against anyone reporting a violation of this policy (including reporting to any EACS staff, management team member, police, or Title IX office).
- *Power-based personal violence* occurs when an individual asserts power, control, or intimidation in order to harm another. This includes relationship/partner violence, sexual assault, and stalking.
- *Deliberately mis-characterizing a person's gender identity*, including through the use of a name or pronoun that the person has rejected.
- *Gratuitous or off-topic sexual images or behavior* in spaces where they're not appropriate.
- *Violating the Ask Once Policy* (defined below)
 - Ask Once Policy - it is generally appropriate to ask someone out once, but no

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more than once. EACS follows Ask Once as a behavioral guideline. The Ask Once guideline means that you can ask someone out once, and if they do not say yes, you cannot ask them out again. Asking out includes hitting on, expressing interest, and making advances. If someone brushes off the advance, does not reciprocate in a positive way, or turns down the advance in any way, it must still be considered a "no". This guideline is intended to inform the behavior of someone interested in another member of EACS, give people a simple way to judge when they are being harassed, and give EACS staff and faculty a tool in which to evaluate a member's behavior.

Travel off campus, whether to a different institution, different city or country, to a field site, carries risks. Individuals may be targeted on the basis of race, ethnicity, gender expression, sexual orientation, and disability. Always follow the safety guidelines outlined by your instructor. Do not travel alone, especially when in remote areas. Your instructors should introduce you to anyone you might be expected to interact with as part of your studies or work. Your instructors will outline potential risks specific to each location.

Field Work Preparation

*We acknowledge that field situations often exacerbate inequities in ways that have resulted in excluding groups of people from fully participating in field sciences. It is our goal to ensure that everyone in the class can fully participate in the field experiences provided by the Department of Earth and Climate Sciences. In this section, we share what you can expect regarding field work and field trips. **We want and expect you to ask questions about anything you are curious or anxious about.** We want to alleviate any anxiety you might have about any aspect of field work and field trips.*

- *Long socially distanced drives to/from remote areas in vans*
Solution: Bring a book or homework or some music to listen to with ear buds. Research the route before we go so you know where we are on the journey and learn more about Maine geography and geology. Take a nap.
- *Bathroom facilities may be limited*
Solution: We will make bathroom "pit stops" as needed on van rides to/from field sites and some field sites will have toilets. You may need to use the woods as a bathroom on some field trips (see next bullet point). We'll bring toilet paper, tampons/pads, and plastic bags to carry out waste.
- *Using the woods as a bathroom*
For remote localities, our suggestion is to take a buddy or two to keep watch and find somewhere discreet to pee. Students should inform a member of staff when they peel off and when they return. Informing a member of staff and taking a trusted buddy

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ensures your safety. Do not restrict water intake in order to avoid taking bathroom breaks as this can have dangerous consequences. We will always allow you time to pee if you need it.

- *Hydration and food intake is important but can be challenging*

Solution: Bring your own water bottle of at least 1, and preferably 2, liters. We have loaner reusable water bottles if you need one. We also carry extra bottled water for emergencies. For all day trips, we'll provide a Commons lunch and accommodate any dietary restrictions. It's still a good idea to bring your own supplemental snack food.

- *Weather can be variable from warm and sunny to cold and rainy (or snowy)*

Solution: We will monitor the weather prior to every field trip and keep all informed of what the conditions will be like. Be prepared with proper clothing, multiple layers, and appropriate footwear. See next item for details.

- *Adequate clothing and footwear to prevent injury and/or hypothermia*

Solution: If you do not own or can't borrow any of the clothing/gear described in the field guide for a given field trip, please let us know BEFORE the trips start and we will be happy to get you outfitted with our stash of used gear. You do NOT need to purchase expensive gear for this course if you do not plan on using it in the future. The outing club also has a limited amount of gear that you can rent. Bring rain gear, top and bottom, on all trips. Bring winter hat, gloves, and spare socks in cooler weather. We will recommend footwear and clothing for each trip the week prior to leaving campus. For example, you need to wear sturdy hiking boots on longer hikes. The best layers to bring are not cotton products but synthetic ones made of polypro or similar. Unlike cotton, these dry fast and keep you warm when wet. For any trip requiring specialized equipment (e.g., kayaking gear, waders, etc.), we will provide what you need except for personal clothing items (we will specify what those are for each trip). **The department is committed to removing all possible material/financial barriers to participation in field work. We can source/purchase gear for you, and do this regularly -- please reach out to us so we can make sure you have a comfortable and safe experience.**

- *Injuries and illness may happen during fieldwork*

Solution: We carry several first aid kits and some, but limited, meds (only ibuprofen and benadryl). If there is any injury on the trip, let one of the TA's or Profs know immediately. We will then assess and develop a plan. If you feel sick or are injured BEFORE a trip, let us know by email or text message (do not tell us face to face that you are ill), stay home at Bates; we have alternate experiences you can participate in instead. If you are allergic to bee stings or the like and need an epipen let us know BEFORE any trips. If you have any other underlying conditions that might affect your ability to do fieldwork, let us know BEFORE the trips start. Bring any and all medications you take with you on the field trips, especially in the case of extended trips. To avoid serious eye injury,

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always wear the provided safety glasses while hammering any rocks. We will inform you of site-specific risks prior to every field trip and help you prepare for them (e.g., sea sickness on ferry rides, how to recognize poison ivy.)

- *Some field activities can be difficult*

Solution: We will make sure you know what to expect for each field outing: distance, terrain, weather, attire/gear. For any field outing, it is important to be rested and focused. Make sure you get plenty of sleep before the trips, go to bed early, and limit social interactions the night before. We will move together on field trips and enjoy the outcrops as a class. If you are unable to participate in any given field experience, we have alternate experiences you can participate in instead.

- *Risky individual or group behavior threatens the safety of the participants and negatively impacts the course goals*

Solution: For all of our trips, classes, and labs, we require that you do not engage in any risky behavior, including, but not limited to: rock climbing, cliff jumping, and being generally lax about safety protocols. Use common sense and make sure what you are doing does not put the course, yourself, and especially others at risk. Realize that what you are comfortable doing on personal outings may not be appropriate in our academic community on a class field trip. Doing or promoting risky behavior will result in an immediate, one way ticket out of the course at our discretion and with no warnings.

Your instructors will remind you of this and highlight any hazards specific to particular field sites.

Reporting Options

Members of EACS (students, faculty, staff, and visitors) have multiple reporting avenues. You can report an incident that you experienced, observed, or were told about, in the following ways:

- Disclosure to your instructor(s)
- Disclosure to the Bates Office of Title IX and Civil Rights Compliance (bates.edu/here-to-help)
- Disclosure to Campus Safety
- Disclosure to law enforcement (911)

What Happens After a Report is Made

Reporting to any of the listed options above will result in disclosure to the Bates Office of Title IX and Civil Rights Compliance (bates.edu/here-to-help), who will work together alongside the individual who was harmed to determine a course of action. The Bates Office of Title IX and Civil Rights Compliance process is that a staff member from their office will reach out to the target of the inappropriate behavior, which includes providing resources for support. They will

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then ask this individual if they want the office to move forward with an investigation and potential actions. The target is in control of the process at this point. If they do not want an investigation to move forward, it will not. The only way that an investigation will move forward without the support of the targeted individual is if:

- The incident was part of a larger pattern at Bates College (one example is if multiple individuals reported the same person for comments that constituted sexual harassment or discrimination);
- The accused individual has a history of violence, sexual violence, arrest, or the incident was committed by multiple perpetrators;
- The incident was perpetrated with a weapon, included physical violence (such as hitting, restraint, pushing, or kicking), or the threat of violence;
- The affected individual is a minor;
- In the event of an investigation, if the individual causing harm is from an institution other than Bates College, the Bates College Office of Title IX and Civil Rights Compliance will coordinate with the individual's home institution or local law enforcement. The target will always be included and informed of the results of their disclosure, any action that is taken, and the results of an investigation.

If a friend discloses that they have been targeted by sexual misconduct or the target of a bias incident, there are a number of ways in which you can support them:

- Tell them that you believe them, that you support them, that it is not their fault, that no one deserves to be targeted by such behavior.
- Provide them with the list of contact information and resources included in this document.
- Ask if they want your help in finding out what their options are.
- Ask what else you can do to help.
- Respect their decision not to talk with you if they don't want to.
- It is common for survivors of sexual assault not to initially name what happened to them as rape or abuse although they may recognize harmful behavior. Over time, as they feel safer, they may try to understand the experience through talking about it. The support of a friend can be extremely beneficial in the healing process. Remember that the well-being of the person who was harmed must be prioritized. Reporting an incident to police or others without the support or knowledge of the person who was harmed could be more traumatic than helpful. If you are Bates staff or faculty, you have reporting responsibilities to the Bates Office of Title IX and Civil Rights Compliance. As described above, this means that the office will conduct outreach to the person harmed, and then it is still their decision whether to have an investigation move forward, or not. The

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individual who was harmed has the right to make the decision to have an investigation move forward or not.

What to Do if You Have Been Sexually Assaulted, or Targeted by Sexual Misconduct:

We support you. You have the right to:

- Talk to anyone about your experience;
- To not talk to anyone about your experience (silence can make the healing process more difficult, and we encourage you to reach out to a trusted friend or one of the resources listed below);
- Change your mind about talking to anyone about your experience at any time;
- Report to your instructor(s), the police, or any of the other reporting options listed above;
- Bring someone with you to provide support during reporting or any resulting discussions;
- To seek reasonable accommodations to minimize the impact of the experience on the success of your work at Bates;
- To seek medical assistance, including medical care and a medical forensic exam.
- This is not intended to be a comprehensive list.

What to Do if You See Something Inappropriate:

The most effective way we can prevent harm to any member of our community is by looking out for each other. **All Bates community members are expected to share in the responsibility of creating a safe environment and to act when they witness behavior that could be harmful to others.** In any potentially harmful situation there are often other individuals along the way who recognize there is a problem and have the ability to step in and help the targeted individual. Bystander intervention training programs (Green Dot) provide tools to help bystanders act effectively in the way that works best for them. Active bystanders are individuals who take the responsibility to act when they see something or hear something that makes them uncomfortable. Several Bates EACS staff members are certified Green Dot trainers (Green Dot is one type of bystander intervention training). Bates hosts training sessions every year and we welcome you to attend, but you do not need training in order to be an active bystander.

Here are some suggestions to take an active role in the safety of our community:

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- Be aware of your surroundings and social situations.
- If a situation makes you or others uncomfortable, or it looks like someone is being targeted, recognize that this is a problem and that you can be part of the solution to help.
- Take action to diffuse the situation while staying safe; some ideas include checking in with the targeted individual, telling your instructor(s) what is happening, recruiting help from friends, diffusing the situation by distracting those involved (look at that neat thing over there!).
- If you are uncertain if there is a problem, check in with the individuals involved to see if they are okay or need help.
- Look out for your friends and labmates, but never put yourself at risk.