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## Session 6 Deliverable: Safety Plans

**Develop and publish a safety plan specific to your pod (lab, university, organization).** This safety plan should include a code of conduct as well as a process for reporting violations, as covered in your Complaints and Reporting Policy deliverable from Session 2. Outline training resources that are available and requirements for antidiscrimination, bystander intervention, and de-escalation training. For field work, include a racial risk assessment of sites, a pre-departure checklist of discussions within the field team, procedures for documenting incidents in the field, as well as additional required or supported training. This safety plan can (and should be) a work in progress that is revisited and refined.

Suggested discussion questions:

- Where is your work done? Are these spaces uncomfortable or unsafe for people of color?
- What training does your organization require or offer? How often? Do you find this training effective? What would you introduce to make it more effective?

### **Draft Safety Plan - OSU/CEOAS (excerpts from WSU below)**

It is our responsibility to foster a collaborative, inclusive, respectful, and supportive environment for all of the members in our research group, including students, employees, faculty, and visitors. The purpose of this Code of Conduct is to identify a core set of expectations that we agree to follow as individuals and as a group in order to achieve this goal, in addition to the policies set forth by CEOAS and the OSU office Equal Opportunity and Access:

- *Inclusion:* Acknowledge privilege that comes from different backgrounds and how that influences your career path and worldview; value and foster a diversity of perspectives within the group; take action to advocate for the inclusion of diverse voices within and outside of the lab group.
- *Anti-racism:* Educate yourself on the systemic racism present in academia and the scientific enterprise; acknowledge the role white supremacy, colonialism, and racism has played in your career successes and barriers, and prioritize open discussion of this with other academics. Do not rely on colleagues of color to explain and/or provide solutions for racism, or to shoulder the burden of instituting anti-racism in the academy. Do not expect gratitude or kudos for pursuing anti-racist action.



- Take advantage of training with OSU's Social Justice Education Initiative.  
<https://hr.oregonstate.edu/social-justice-education-initiative>
- Before field work (research and/or education), perform
  - Perform racial risk assessment of sites;
  - Hold a pre-departure meeting with the field team or class to discuss safety procedures;
  - Enumerate procedures for documenting incidents in the field, as well as additional required or supported training.
- This safety plan can (and should be) a work in progress that is revisited and refined.

**Some links to safety for CEOAS and related field settings:**

Small Boats: <https://research.oregonstate.edu/boating>

Research Vessels: <https://ceoas.oregonstate.edu/rv-oceanus/cruise-planning-manual>, Ship Operations provides a succinct and fairly clear statement about harassment at

<https://oregonstate.app.box.com/s/c3hnl3z7d142qeehekjulug9bzirjept>

Office of Institutional Diversity: <https://diversity.oregonstate.edu/>

Guidelines and Safety Plan for Geology Field Camp:

<https://ceoas.oregonstate.edu/geo-495-field-camp-location-and-facilities> and link therein to the "Sermon"

**Draft Safety Plan - Global Change and Watershed Biogeochemistry Lab, Washington State University Vancouver**

*Code of Conduct*

It is our responsibility to foster a collaborative, inclusive, respectful, and supportive environment for all of the members in our research group, including students, employees, faculty, and visitors. The purpose of this Code of Conduct is to identify a core set of expectations that we agree to follow as individuals and as a group in order to achieve this goal:

- *Respect*: Treat each other with dignity regardless of personal differences; honor the different perspectives, paths, and roles of other group members; be conscious of how your verbal and non-verbal communication (e.g. body language) may be perceived by others.
- *Accountability*: Take personal responsibility for your own actions; acknowledge harm done, even if unintentional; follow through on commitments and responsibilities.
- *Communication*: Listen actively to others without judgement; participate actively and respond promptly to research group communications; clearly define expectations and responsibilities for different projects and tasks; ask for help when needed; speak up when problems arise.
- *Inclusion*: Acknowledge privilege that comes from different backgrounds and how that influences your career path and worldview; value and foster a diversity of perspectives



within the group; take action to advocate for the inclusion of diverse voices within and outside of the lab group.

- *Collaboration*: Encourage and nurture each other as scientists and human beings; contribute actively to developing individual and group ideas; give credit when credit is due; provide constructive feedback and affirmations.
- *Anti-racism*: Educate yourself on the systemic racism present in academia and the scientific enterprise; acknowledge the role white supremacy, colonialism, and racism has played in your career successes and barriers, and prioritize open discussion of this with other academics; do not rely on colleagues of color to explain and/or provide solutions for racism, or to shoulder the burden of instituting anti-racism in the academy; do not expect gratitude or kudos for pursuing anti-racist action,

Behaviors that go against this Code of Conduct are not acceptable or tolerated, and should be reported when encountered (see “Reporting violations” section). These behaviors include, but are not limited to:

- Any harassment, bullying, or intimidation in any form, such as actions or comments targeting one's sex, gender identity or expression, race, sexual orientation, physical appearance, religion, or disability;
- Any violence or abuse, whether it be physical, verbal, or written;
- Any behaviors that endangers the safety and health of oneself or others in an on-campus setting (office, lab, meeting, etc.) or off-campus setting (field, conference, social gathering, etc.)

Note that this Code of Conduct serves as a supplement to university-wide [WSU policy against discrimination and harassment](#) and [policies on equal opportunity and affirmative action](#).

#### *Available training & resources*

WSU Vancouver and the main WSU campus have multiple resources available for training:

- [Discrimination/Sexual Harassment and Sexual Misconduct Prevention training](#) - online training required for all WSU employees.
- [Building a Community of Equity \(BaCE\) program](#): professional development program from WSU Vancouver's Office of Equity and Diversity on how to incorporate racial equity, inclusion, and justice in our campus community.
- [Community & Equity Certificate program](#): online training from WSU Pullman on how to create an equitable and inclusive working environment.
- [Supervisor training series](#): online training from WSU Pullman targeted to lab supervisors on equitable and responsible lab management.

#### *Reporting violations*



When possible, any violations against the Code of Conduct should be directed to the research group PI, John Harrison. If not comfortable contacting John, there are multiple other ways to report violations:

- For graduate students in the SOE program at Vancouver, concerns can be reported to the SOE Program Leader (Cheryl Schultz) and the Graduate Programs Coordinator (Kelly Huffman); see the [SOE graduate student handbook](#).
- [WSU Compliance & Civil Rights Office](#): Reports can be submitted online and there is an option to remain anonymous.
- [WSU Vancouver Bias Response Team](#) (BRT): The BRT exists to support and advocate for campus members as they report bias incidents; the BRT can provide liaisons to help guide campus members through the process.
- Review WSU's [list of ways to report different violations of campus policy](#).

#### **Example Trainings Completed before going out to field:**

1. Bias Training
2. Bystander intervention training
3. Allyship training

#### **Pre-Trip Prep:**

- Gather resources about experiences from other agencies/colleagues who have been to specific field locations
- Develop a field-oriented document or website

#### **Links to relevant material:**

University of Washington:

- Student code of conduct: <https://www.washington.edu/cssc/expectations/>  
[https://studentlife.oregonstate.edu/sites/studentlife.oregonstate.edu/files/student-conduct-community-standards/Code/code\\_of\\_student\\_conduct\\_8\\_14\\_20.pdf](https://studentlife.oregonstate.edu/sites/studentlife.oregonstate.edu/files/student-conduct-community-standards/Code/code_of_student_conduct_8_14_20.pdf)
- Civil and Environmental Health and Safety Manual:  
[https://www.ce.washington.edu/files/pdfs/mycoe/ops/Health%20and%20Safety%20Manual\\_2015.pdf](https://www.ce.washington.edu/files/pdfs/mycoe/ops/Health%20and%20Safety%20Manual_2015.pdf)
- Preventing Harassment in Fieldwork Situations:  
[http://psc.apl.washington.edu/HLD/REIF/RespectandEqualityinFieldwork\\_RecommendationsandReportUW\\_Jan2018.pdf](http://psc.apl.washington.edu/HLD/REIF/RespectandEqualityinFieldwork_RecommendationsandReportUW_Jan2018.pdf)

Oregon State University:

- Discrimination and Harassment policies:  
<https://eoa.oregonstate.edu/discrimination-and-harassment-policies>
- Student code of conduct: <https://studentlife.oregonstate.edu/studentconduct>
- College of Earth, Ocean, and Atmospheric Sciences Safety guide:  
<https://ceoas.oregonstate.edu/safety>; whose section on harassment <https://ceoas.oregonstate.edu/harassment> addresses gender discrimination and sexual harassment.