

DRAFT PROPOSAL – April 12, 2021

Carnegie Museum of Natural History

Research and Collections

SAFETY PLAN

Research in our scientific sections requires an environment where staff and visitors feel safe, secure, and supported. We require that staff and visitors are dedicated to a harassment-free experience for all, regardless of gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, and/or religion. Harassment by and/or of staff and visitors in any form will not be tolerated. All staff and visitors are given and expected to conform to the following Code of Conduct:

- All staff and visitors recognize that harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, sexual language, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome sexual attention.
- All behavior of staff and visitors, including in person or online communication, must be harassment-free.
- All staff and visitors must be kind towards others and respectful of others' views, opinions, and backgrounds.
- All staff or visitors when notified that they are engaging in harassing behavior are expected to desist immediately.

The head of section or director of research and collection will discuss the Code of Conduct with staff and visitors that violate the policy. If offenses by staff continue after this initial discussion, formal processes, in line with Carnegie Museums of Pittsburgh's work practice policies, will commence. If offenses by visitors continue after this initial discussion, the visitors' access to the section may be revoked. Harassing behavior should be reported as soon as possible to the head of section or director of research and collections.

To have a safe and secure environment, we acknowledge that additional steps are needed for at-risk populations. To address this, the Senior Science Meeting attendees will:

- Identify risks to a safe and secure environment through discussion with team members and appropriate institutional officers. This necessarily will be an ongoing process as risks may change over time. Moreover, experience with staff and visitors may inform new risks.

- Develop and implement strategies to minimize those risks. This may involve additional training for staff.
- Provide mechanisms for staff and visitor feedback.
- We recognize that risks may differ between sections given the physical location and personnel characteristics. Therefore, the safety plan for Research and Collection may require adjustment at the section level.