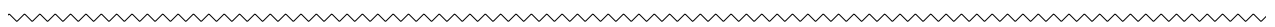


Deliverable – Safety Plan

The Colorado College Geosci URGE group, composed of faculty and Riley faculty scholars from the undergraduate-only Geology Department and Environmental Sciences Program at Colorado College, found that many of the spaces involving people of color were in the classroom. Particularly, field experiences in the classroom tend to be less formalized in terms of norms, behaviors, codes of conduct, and reporting/mediation mechanisms. Therefore, after discussion of the reading, we drafted a resource guide for classroom field experiences. This guide, currently in draft form, can be handed to faculty – current, newly arrived, and visiting – and provides a baseline of topics to cover with students. It can be adapted for a variety of field experiences and classes, though it is aimed for introductory courses where students are less familiar with the norms and expectations, and are more likely to feel uncomfortable or unsafe. The areas highlighted are the spots where the teaching faculty member can customize the guide.



Earth Sciences @ Colorado College A guide to within-class field experiences as part of a class

One goal of integrating field and laboratory components into course work is to provide students with hands-on, active learning experiences that can only be found in these unique settings. Because these settings are likely to be unfamiliar, however, it is not unusual for students to feel unsure about what to expect. The purpose of this document is to fill in this knowledge gap, and in the process alleviate student concerns regarding their comfort and safety in advance of their participation in these off-campus activities.

A. Setting the stage: what is different about learning in the field?

There are several things. Some revolve around the educational process itself, but many revolve around the logistics of traveling, eating and sleeping off campus, often camping in remote settings. Here are some general things to expect:

Travel via van or bus; working in small groups; doing work outside (exposed to wind, sun, precipitation); bursts of activity separated by periods of travel; some interaction with non-CC individuals & communities; continuous interaction with others in the class; possible loss of cell phone service; limited access to grocery stores, pharmacies, etc.; limited access to flush toilets and running water; communal camp cooking and camp cleanup responsibilities; sleeping in tents.

It is quite possible you have never been camping or you have never spent time without cell phone service. *We are aware of this possibility!* It is also possible that you have spent weeks hiking alone in the wilderness. *We are aware of this possibility too!* What is most important for you to be aware of is that your own past experiences are unlikely to be unique, and they are also unlikely to be universal. As a result, each person in this class may feel a different level of comfort and/or safety while in the field. Negotiating these differences in such a way that all participants are heard and all participants feel safe is one way to ensure a smooth

– and enjoyable – field experience for everyone, and doing so a primary (**non-educational?**) goal of the trip leaders.

B. Trip preparation

Much of the groundwork for a successful field experience is laid before leaving campus. This includes (i) trip leaders making sure students have all the equipment they need, (ii) trip leaders providing a preliminary itinerary & learning outcomes (iii) trip leaders [**students**] [**providing**] or [**agreeing to**] a course-specific code of conduct to be followed while on the trip (iv) students communicating to trip leaders if there are any limits to their ability to participate fully in the trip.

i) equipment

The dept will make sure everyone has proper equipment/gear for camping & clothing for being outside, and has hand lens, hammer, acid bottle, etc.

ii) itinerary & outcomes

Will be course & trip specific. Topics to be covered may include: how many days, how many stops/day, how much travel time, daily wake up times & end of work hour times, how much free time and allowable activities during free time, etc.

iii) logistical procedures

How seating in vehicles will be determined; how small groups will be assigned for in-class work and for cooking and for cleaning; when music is/isn't allowed; designation of quiet hours; roadside/outcrop safety (wearing of vests, watching out for cars, not throwing rocks or hammers, etc.); buddy system/leave no student behind; how to request a bathroom break; fire rules; phone rules or recommendations; respect for non-CC individuals/groups, respect for public land, etc.

iv) student-leader communication

Does a student have any deadly allergies? any physical limitations? any conflicts with other students? anything special you want us to be aware of (for example this will be the first time you've not used a toilet, you are certified in first aid, you get car sick, etc.)? All such information will remain confidential!!

NOTE #1: an introduction to the 'basics of camping', including the basics of backcountry hygiene, can be provided if requested

NOTE #2: communication between students and trip leaders should not stop when the trip starts! **If conditions change or anything arises during the trip that might limit the ability of a student to participate, talk to a trip leader right away!**

C. On the trip – standards, responsibilities, rights & reporting

Before leaving campus you will have discussed a course-specific 'code of conduct', for example when and how you are expected to cook & clean, quiet hours, etc. It is very important

to remember, however, that the broader set of Student Community Standards that apply while you are on the Colorado College campus *also* apply while you are in the field. As outlined in the Colorado College Pathfinder (<https://www.coloradocollege.edu/other/pathfinder/community-standards-and-conduct-procedures/index.html>), these include:

1. Treating other students, all faculty, and all staff and community members with honor, respect, and integrity. **Demearing, disrespectful, vulgar or violent behavior directed at any person is prohibited, as is biased and sexual harassment** (defined as ‘behavior that is severe, pervasive, or persistent to a degree that a reasonable person similarly situated would be prevented from accessing an educational opportunity or benefit’).
2. Assisting others by engaging in active bystander intervention, to include **watching out for the safety and well-being of fellow community members;**
3. Acting in ways **that minimize risk of harm to yourself and to others**, including mental, physical, emotional or psychological harm, and promoting the safety of individuals and the overall community; and
4. Working to further your academic and social development and **not interfering with others who are striving to do the same**

Similarly students can expect to have the same responsibilities and rights off-campus that they do on campus, as again outlined in the Pathfinder:

Student Responsibilities

1. Students at Colorado College have the responsibility to **respect the rights and property of others**, including other students, faculty, staff, the College, or members of the Colorado Springs community.
2. Students have a responsibility to engage with others in ways that are non-discriminatory (discrimination is defined as treating a person or group unfavorably or differently because of that person's -or group's - race, color, national or ethnic origin, marital status, disability, religion, veteran status, age or other protected status).
3. Students have a responsibility to maintain a standard of behavior consistent with supporting the educational and learning environment of the College while demonstrating the institutional values of Honor, Integrity, and Respect.

Student Rights

1. Students have the right to have their rights and property respected by others, including other students, faculty, staff, the College, or members of the Colorado Springs Community.
2. Students have the right to participate in the free exchange of ideas as outlined in the College's [Freedom of Expression Policy](#) (see appendix below?)

3. Students have the right to participate in all areas and activities of the College free from any form of discrimination. More information can be found in the College's [Anti-discrimination Policy and Procedures](#). (see appendix below?)
4. Students have the right to report an incident of alleged misconduct by a student, group of students, staff member or faculty member without retaliation. **Immediate reporting of alleged student or staff misconduct to lead faculty member is recommended and will remain confidential (I made this up/it is not in the Pathfinder)**. Reporting of alleged misconduct, including faculty member misconduct, can also take place upon return to campus to any College official including but not limited to: Campus Safety officers, Residential Experience Staff such as RAs or RLCs, the Community Standards and Conduct Specialist, or the Vice President of Student Life/Dean of Students. Individuals may also submit reports online. **[I don't see any guarantee of anonymity in the Pathfinder, therefore we probably can't provide one here, either?]**. The subsequent processing of complaints is described in the Pathfinder.

D. On the trip – drugs & alcohol

Field trips **are alcohol and drug-free at all times**. This is college, department, and professorial policy, so don't ask. This is not just because of liability issues and other legal mumbo jumbo, it is because drinking and smoking inherently divide the class into imbibers and non-imbibers, and this has a negative impact on class dynamics. So please, just plan on enjoying the natural 'Rocky Mountain High' and leave the other shit at home. If you choose to do otherwise, you will be asked to leave the course and you will receive no credit.

Appendix: Freedom of Expression Policy

As a private educational institution of higher learning, Colorado College is a voluntary association of persons who understand and respect the principles that govern the College. The College's educational mission will always be paramount. Freedom of thought and expression are essential to any institution of higher learning. Academic freedom is essential to the mission of Colorado College, and freedom of expression is a vital component of academic freedom. Uncensored speech is essential in an academic community and will be vigorously defended; however, unlawful disruption of the expression of views by preventing a speaker from expressing views, through violence or the destruction of property, will not be tolerated. The College's commitment to freedom of expression does not countenance communications or conduct that demean, denigrate, humiliate, or express hatred to any particular person or class of persons. Some communications or conduct may so violate our community standards that formal College intervention may be necessary. The College may restrict or sanction communications or conduct that violates the law, defames an individual, is physically threatening, or discriminates against, unlawfully harasses or retaliates against others simply because of that person's protected status or because of that group's message or content of communication. To these ends, the College reserves the right to control the time, place, and manner of events and communications, whether they occur on campus, at off-campus College activities, or on any College property. The College does not seek to censor the expression of ideas, but rather to maintain the regular operations of the College and the safety and security of individuals.



Appendix: Anti-discrimination Policy

Colorado College does not discriminate and does not tolerate discrimination against students, faculty, staff, applicants for admission and employment, and visitors, in its education programs and activities and its employment practices on the basis of race, color, national or ethnic origin, marital status, disability, religion, veteran status, age or any other status protected under local, state or federal law. Discrimination includes harassment, which includes a wide range of abusive and humiliating verbal or physical behaviors that are directed against a particular person or persons because of one or more of the above protected characteristics. This includes creating a “hostile environment” where the conduct is sufficiently severe or pervasive to alter the conditions of the person’s employment or educational experience at the college. The college further believes that students, faculty, staff, applicants for admission and employment, and visitors have the right to be free from retaliation for reporting or participating in the investigation of alleged violations of this policy or in any related proceeding, including a criminal proceeding or a proceeding with a government agency. (All of the highlighted terms in this policy are defined below.)

Individuals who engage in such conduct will be subject to disciplinary and other remedial action under this policy. In addition to violating this policy, such conduct also may violate certain civil and criminal local, state and federal laws, including but not limited to Title VI and VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Age Discrimination Act of 1967, and the Age Discrimination Act of 1975, all as amended.

This purpose of this policy is to strive to prevent discrimination, harassment, and retaliation by educating students, faculty, and staff about behaviors that may constitute prohibited conduct. When prohibited conduct does occur, this policy guides affected students, faculty, and staff to support services, interim measures and other resources, and explains the procedures for how conduct may be reported, investigated and addressed. The college is committed to procedures that are equitable for everyone involved, including the reporting party (and the subject of an alleged violation if not the reporting party) and the responding party. The college strives to impartially and reliably investigate alleged violations of this policy, and take prompt and appropriate action when violations are found to have occurred so as to prevent their recurrence and remedy their effects.

The college requires faculty and staff to promptly report conduct that may violate this policy to the Title IX coordinator or one of the deputy Title IX coordinators.

The college also strongly encourages students, applicants for admission and employment, and visitors to promptly report conduct that may violate this policy. Even when a report is not made, the college will promptly and appropriately address conduct of which it becomes aware that may violate this policy. Finally, the college strongly encourages the prompt reporting of any conduct that may be criminal in nature to law enforcement.

Members of the college community should understand that standards of civility, consideration, and tolerance must shape our interactions with one another, regardless of whether the violation of such standards subjects one to sanctions under this policy. Certain types of behavior may be inappropriate even though it may not violate this policy and/or applicable law.

This is the controlling policy at the college addressing any form of discrimination or harassment other than gender-based discrimination, sexual harassment, and sexual violence, as well as retaliation associated with any prohibited conduct under this policy. The college community should also be aware of the college’s Gender-Based Discrimination, Sexual Harassment, and Sexual Violence Policy and Procedures, which address discrimination, harassment and retaliation that is based on gender-based discrimination, sexual harassment and sexual violence.



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This policy may be interpreted, applied or changed by the college at any time, as determined solely by the college and this version of the Policy supersedes all prior versions. This policy does not create any contractual rights with any third party, including with students, faculty or staff, applicants or visitors. The college retains sole discretion to take appropriate action depending on the facts and circumstances of any particular situation and consistent with applicable law and the College may deviate from this Policy as it determines necessary and consistent with applicable law.