

Safety Plan

The following is a safety plan drawn up by FAU Palaeo Pod at the Friedrich-Alexander Universität Erlangen-Nürnberg. The safety plan concerns code of conduct during fieldwork and laboratory work. This document is meant to be a work in progress that will be regularly revisited as additional challenges are identified.

Code of Conduct for Field Events:

According to the FAU Erlangen-Nürnberg [mission statement](#) (the following is a translation): “... We are committed to **developing our teaching** in line with our responsibility to education. We respect the standards and methods of individual disciplines and the need for **research and evidence-based teaching**. We attach the same importance to **educating our students** to apply their knowledge and skills independently, responsibly and for the benefit of society.” The following guidelines are adapted from the [German version](#) of the GZN code of conduct for fieldwork.

- All participants must follow the instructor’s instructions and guidelines.
- All participants are required to adhere to safety regulations.
- Behavior throughout the day field excursion, including during the evenings and night, should be respectful and considerate to enable a safe work and learning environment for everyone.
- Alcohol consumption should be within usual, socially accepted guidelines.
 - The consumption of alcoholic beverages is prohibited during arrival and departure and not permitted during the daily program.
 - Participants who are unable to participate due to intoxication will be excluded from the daily program for the safety of themselves and others around them, and will be asked to rest.
 - In extreme cases, eg. recurring instances, the participant will be excluded from the remainder of the field program.
 - The participant will be asked to return to their residence at their own expense.
 - There will be no reimbursement of the participation fees.
 - The field excursion will then be graded as “failed”.
- [*The following has been added*] Harassment (including but not limited to) on the basis of race, sexual orientation, or bullying, will not be tolerated. In the case of recurring

harassment, the participant will be excluded from the remainder of the field or lab program.

- The participant will be asked to return to their residence at their own expense.
- There will be no reimbursement of the participation fees.
- The field excursion will then be graded as “failed”.

The Code of Conduct and Safety Rules for Laboratory Work is provided to all students as soon as they register for any lab work by Dr. Birgit Leipner-Mata.

Reporting

In case any participant needs to report complaints, the following channels are in use:

- GeoZentrum Nordbayern does not have its own policy for reporting complaints. In the interim, complaints can be made to the Chair of Palaeontology, Professor Dr. Wolfgang Kiessling.
- The University Office for Equality and Diversity has a website and guidance in German only: <https://www.gender-und-diversity.fau.de/diversity/antidiskriminierung>
- Complaints can also be made anonymously: <https://www.gender-und-diversity.fau.de/chancengleichheit/monitoring/befragungen/> and directly to Dr. Imke Leicht <https://www.gender-und-diversity.fau.de/person/imke-leicht/>
- Incidents of bias, microaggressions, harassment, and overt racism can be reported to Dr. Ebru Tepecik. <https://www.gender-und-diversity.fau.de/person/ebru-tepecik/>

Fieldwork expenses:

Generally, fieldwork is highly subsidized, and two-week long field trip costs can be as low as EUR 150 for students. Eligible students can apply for financial assistance to offset the cost of fieldwork. Lecturers may have discretionary funds that can support students in need, and students are encouraged to speak to lecturers privately. We further encourage all students to apply for field work grants through professional societies.

Section Palaeontology has helmets for everyone to use, and we plan to acquire other equipment that students may loan out free of charge.