I have the right to a safe, secure, equitable, and nontargeting work and living environment at JIRP.

JIRP strives to create a culture of respect and support on and off the icefield. The JIRP leadership take their obligation to make all participants feel secure and welcomed extremely seriously. We work to safeguard our community against harassment and/or discrimination by actively building a culture of respect between all JIRP participants. JIRP does not tolerate any form of discriminatory, abusive, aggressive, harassing, threatening, sexually- and/or physically-intimidating, or related problematic behaviors that compromise the wellbeing, equality, security, or dignity of other people, whether those people are our peers, colleagues, supervisors, collaborators, local community members, or others and regardless of the position the aggressor holds within the JIRP organization. The policies outlined in this document are in place to ensure that your voice is heard and the issue is addressed in an appropriate manner if at any point you feel unsafe, unwelcomed, or unrespected, in the living and working environment at JIRP. Any actions that lead to a member of the JIRP community feeling ostracized, unsafe, or disrespected, are unacceptable and will be addressed even if they fall outside the legal definition of harassment stated below. This is an evolving process and we will do our best to ensure that participants feel open to discuss problems that they experience.

Harassment is defined here as any act of verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct on the basis of identity or protected class, defined here as sex, sexual orientation, gender identity or expression, race, color, religion, creed, marital status, parental status, pregnancy and pregnancy-related condition, HIV antibody status, genetic information, national origin, ancestry, age, veteran status, military service, physical or mental disability, arrest record, and/or political beliefs. Power-based harassment/bullying is behavior as described above not solely on the basis of the identity of the victim, and is also expressly prohibited. Sexual harassment is more narrowly defined as any unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, graphic, or physical conduct of a sexual nature, when: (1) submission to, or rejection of, such conduct is made either explicitly or implicitly a condition of an individual’s standing or advancement within the JIRP program (quid pro quo); or (2) such conduct interferes with or limits a person’s ability to participate in, or benefit from, JIRP activities (hostile environment). A hostile environment can be created by persistent or pervasive conduct or by a single severe episode. Quid pro quo can be considered sexual harassment whether or not the survivor suffers the threatened harm and constitutes discrimination on the basis of sex. Additionally, the threatened harm can be a threat to the survivor's professional wellbeing such as threats of limiting access to data or removal from publication authorship.

JIRP recognizes that while we strive to create a culture of inclusivity and respect, harassment can still occur. JIRP is obliged to investigate and respond to observed, implied, or directly reported harassment via the process outlined below unless expressly against the wishes of the survivor. Reporting harassment or discrimination is a difficult decision to make. Survivors of
harassment have the right to anonymity during the reporting process as well as the right to refuse that their case be referred to outside parties. While we encourage survivors of harassment to report in order to better address the systemic causes of the incident, we recognize that harassment is a complex issue for survivors to grapple with and we respect the wishes of harassment survivors in seeking retributive action. Harassment or discrimination of any kind can have a lasting negative impact on the survivor and future generations of JIRP students, staff, or faculty. We have instituted the University of Maine policy for any instances of harassment that fall within the definition above. This process is designed to help anyone who feels harassed to be comfortable speaking up. These protocols include the following:

• Harassment and discrimination documentation will be posted in a public location at each camp students, staff, faculty, and guests stay at across the Juneau Icefield and will be addressed as a reminder during each camp briefing upon participant arrival. Additionally, the reporting process will be posted alongside an InReach satellite communication device in case the survivor of harassment wants to report an incident to an outside party.
• We encourage survivors of harassment to report official and immediate complaints or reports directly to one of the following individuals as they have specific training in dealing with harassment related issues (however, any faculty or staff member can be approached):
  o Annie Boucher, JIRP Program Manager
  o Seth Campbell, JIRP Director of Academics & Research (DAR)
  o Newt Krumdieck, JIRP Operations Manager
  o Acting Academic Lead (Rotating Faculty Member)
  o Ibai Rico, JIRP Safety Manager

We recognize that survivors may not be comfortable disclosing information about their case to these individuals and encourage reporting to any JIRP member with whom the survivor feels most comfortable. JIRP students who are witness to or told of an instance of harassment are obligated to relay to JIRP staff or faculty that such an incident has occurred, although the nature of the communication does not need to be specified to the faculty or staff member.
• Under university and JIRP policy, faculty and staff are further mandated to report any incident of gender discrimination including sexual harassment, sexual assault, dating violence, domestic violence, or stalking. We must report all incidents involving students, staff, and faculty and guests.

All student incidents must be reported to the current Deputy Title IX Coordinator, Elizabeth Lavoie (2021), at the University of Maine via phone (207-581-1406) or email (elizabeth.lavoie@maine.edu). Any faculty or staff incident must be reported to the current Title IX Coordinator, Amie Parker (2021), at the University of Maine via phone (207-592-3618) or email (amie.parker@maine.edu).
• All faculty and staff can be approached by a survivor of harassment or discrimination for emotional support or to make unofficial and official complaints (see below). Note that all faculty and staff are directed to report complaints directly to the DAR, Program Manager, Operations Manager, Safety Manager, Faculty Academic Lead, or current UMaine Title IX Coordinator regardless of survivor interest in pursuing an official report, however this process can be anonymous if requested by the survivor. This information should be relayed as soon as possible.
• If a survivor prefers to remain anonymous or if the survivor chooses to not name their harasser to standard chain-of-command operations on JIRP (e.g. DAR, Program Manager, Operations Manager, Safety Manager, staff, or faculty), the survivor or a surrogate for the survivor can request direct contact with the current Deputy Title IX Coordinator, Elizabeth Lavoie at the University of Maine via phone (207-581-1406) or email (elizabeth.lavoie@maine.edu).
• All faculty, staff, or other members of JIRP must report any observed or claimed harassment or discrimination. Reports to Title IX are a formality -- a report does not initiate an investigation unless the survivor consents. Any bystanders that do not report an instance of harassment or discrimination or act maliciously to discredit or stymie the reporting process are considered to be in violation of this code of conduct and subject to review.
• Levels of official complaints include the following:
  o Official Complaint with Investigation: If an official complaint by a reporting party is raised against a specific individual and a full investigation is requested by the reporting party, JIRP will work with Deputy Title IX Coordinator, Elizabeth Lavoie, at the University of Maine, and potentially the reporting parties home institution if they have one other than the University of Maine. If a reporting party wants to report an incident to law enforcement, then JIRP and the University of Maine will assist them with reporting to law enforcement. If an official complaint involving law enforcement is requested by the reporting party, JIRP will cooperate fully with law enforcement based on local and federal laws.
  o Official Anonymous Complaint: If anonymity is requested by a survivor, JIRP has limited ability to pursue legal investigations or prescribe ramifications on accused individuals unless witnesses are willing to pursue the matter. Witnesses can submit their own complaints, separate from the initial survivor. If a witness files a complaint, JIRP will assist the University of Maine in an investigation under Title IX to determine what occurred and if further actions are necessary. If a full investigation is against the wishes of a survivor, it is unlikely a full investigation will be completed unless there is concern for the safety of the survivor or community. JIRP can also make accommodations to adjust field operations or programmatic strategies to improve the program, minimize the possibility of further issues, and increase the comfort level of all participants. Examples of these measures include, but are not limited to, not going on the same field excursion, changing sleeping arrangements, no contact orders, ensuring that the complainant and accused are not alone together, and/or spending time at different camps.
  o Un-official Anonymous Complaint: If anonymity is requested by the survivor and no actions are requested against a specific individual, an unofficial anonymous complaint may be an appropriate option to reduce or remove opportunities for future events which may be deemed inappropriate based on this Code of Conduct and other program or university policies. An example for this level of complaint may be a request to remind all participants to refrain from inappropriate language or jokes that are not directed towards any one person, within a public setting.
• Standard communication options are limited while on the Juneau Icefield due to its remote nature. This includes no internet or cell phone service. Therefore, JIRP staff or faculty will provide unlimited access to a satellite phone or Garmin InReach device to communicate with University of Maine or other professional personnel if one of the above situations occurs. The
InReach may also be used to contact anyone off the icefield upon request. Note that anonymity and availability at any time of the single InReach cannot be guaranteed.

- Guarantees of anonymity about details regarding a reported incident are not possible in some situations. However, JIRP will attempt to remain discrete as much as possible and as it relates to reporting parties, witnesses, and the alleged perpetrator. Reported activity will be discussed only with personnel who have a need-to-know or legal authority to know.

Retaliation against an individual for raising an allegation, for cooperating in an investigation of such a complaint, or for opposing discriminatory practices is prohibited.

- If an official or unofficial complaint is reported to faculty or staff members, the complaint must be relayed to the current UMaine Deputy Title IX Coordinator within (3?) days of the initial reporting. After the complaint is filed with the current Deputy Title IX Coordinator, an investigation should be completed within (60?) days in which the Title IX Coordinator (with the cooperation of JIRP faculty and staff) conducts a thorough review of the incident, determines the parties responsible, and issues a suggestion of recommended actions against the perpetrator of harassment. JIRP leadership is responsible for making sure that the recommended actions are put in place as soon as possible and in a way that suppresses the potential for retaliation. The suggested actions should follow principles of restorative justice and can include, but are not limited to, the following actions:
  - Removing the perpetrator from the program and barring them from further interactions within the community communications.
  - Limiting the perpetrator’s access to certain resources or facilities.
  - Removing the perpetrator from certain projects.
  - Issuing a public statement including how JIRP will limit the possibility of such instances in the future.
  - Requiring the perpetrator and/or JIRP leadership to partake in additional harassment training.
  - Requesting the perpetrator issue a public apology.

If retaliation does occur, a new official complaint should be reported and relayed to the current Deputy Title IX coordinator so that an investigation can be conducted and additional retaliatory actions can be prescribed.