

# University of Wyoming

## Department of Geology and Geophysics

### Professional conduct in the field

Fieldwork on land and at sea is core to the educational mission in the Department of Geology and Geophysics. Field experiences provide important educational, research, and career advancement opportunities, yet also present challenges that can compromise successful outcomes, a sense of inclusion, and well-being. Remoteness, unfamiliar or challenging physical situations, prolonged personal interactions, and unclear behavioral norms can all contribute to undesired and damaging outcomes with potential for physical, emotional, and career harm. Each member of our community has a role to play in sustaining a safe and healthy field environment, and trip leaders are expected to design and implement measures that mitigate risk, inappropriate conduct, and harassment. The field is an extension of our workplace; all University and Department policies apply in the field as they do on campus.

### Guidelines for field research, field trips, and travel study

Acknowledging that rare field emergencies might call for flexible interpretation of some of the following points, our expectations include (and are not limited to) the following:

- Trip leader convenes a pre-trip meeting/orientation that clearly outlines goals, expectations, and individual roles. This occurs at a time sufficient to allow participants to evaluate and communicate possible accommodation needs. This meeting should include (and is not limited to):
  - anticipated sleeping, bathroom, and eating arrangements. How will considerations for gender identity, dietary restrictions, or other concerns impact decisions?
  - expected duties and how duties will rotate in a way that ensures equity and inclusion.
  - physical and other environmental conditions that participants should expect. Are there accessibility challenges? How will necessary equipment/gear be made available to all who need it?
  - expectations for conduct. Are there group norms, local cultural norms, or local laws to consider and prepare for?
  - expectations for alcohol and controlled substances. University of Wyoming's policies apply whenever the business of the University is being conducted and there may be even stricter rules in a given local setting.
- Accommodation needs are invited and the process to request accommodations in a confidential manner is made clear to all participants.

- Emergency plans and a process for communication are clear before departure. The home department or unit must have an accurate and updated participant list that includes both University of Wyoming’s participants and any others who may be accompanying the trip, including emergency contact, medical and insurance details.
- Leadership and decision responsibility need to be always clear, with a known path for reporting concerns, harassment issues, or incidents by any participant.
  - Where there is a hierarchical leadership structure (e.g., faculty leader + TA, ship captain + senior scientist), it is important for people to know to whom they can report and for what types of reasons.
  - If a person feels in physical danger or a target of harassment, they should have the option to leave a trip immediately and/or to report to any other participant.
- To the extent possible, at least three persons should be on any trip, and individuals should not work alone in remote or potentially dangerous situations.
- Safety briefings should be routine and at a frequency consistent with changing conditions.
  - Harassment awareness needs to be a part of these discussions, especially when working or living in a broader community such as at field stations, aboard ship, or other shared facilities.
  - An emergency response plan and ready access to emergency communication devices should be available to all participants. When a single individual holds the only path to communication devices this can be perceived as “gatekeeping,” and is especially problematic if that person is in a position of leadership or power.
- Behavioral norms can blur between work/instructional time and leisure time in the field. Any time employees are with students or those they supervise, they should comport themselves as if at work and in alignment with the University Code of Conduct.

## Respectful Behavior

The Department of Geology and Geophysics is committed to a respectful workplace that provides a safe environment that supports research, teaching, and learning. Our values include:

- Integrity and transparency in science and sharing knowledge through teaching and outreach not only in our fields of study but in our everyday lives.
- Diversity of human experiences and perspectives across gender identity and expression, age, culture, race and ethnicity, sexual orientation, religion, ability, and class status, and across academic disciplines at all levels.
- Collaboration and fostering of collegial and productive relationships among students, staff, and the faculty that empower our individual contributions to the Department and community.

- Respect and kindness in how we treat all members of the community, as well as collaborators, work groups, and others.
- Accountability for the impact of our individual words and actions and, collectively, for the health, wellbeing, and success of our community.
- Communication that is honest, professional, and constructive; that invites, makes space for, and values all voices.

To apply these values to lived practice, all Department members should adhere to the highest standards of ethical practice, open themselves to learning and growth, and maintain principles that value human difference, dignity, and respect. It further requires that all Department members are accountable for the impact of their actions. All Department members are responsible for upholding the Department values and for creating a working and learning environment that brings these values to concrete expression in everyday lives.

Department members include undergraduate and graduate students, faculty and academic staff, postdoctoral scholars, visiting scholars/fellows, research staff, and administrative staff affiliated with the Department. It also includes invited guests and visitors, volunteers, consultants, contractors, and others performing services for the Department.

The Department recognizes that a culture of professionalism and respect is necessary to the academic success and well-being of all members of the Department. Behaviors that contravene this culture hinder scientific advancement, productivity, and innovation, and undermine well-being, meaningful work, and professional success. The Department does not tolerate behaviors that discriminate against, harass, sexually harass, bully, or retaliate against others in our academic and other professional activities.

We expect members of our community to:

- Listen to others' points of view and respectfully seek to understand them, acknowledging that those in power or positions of privilege have a real opportunity to encourage inclusion and, intentionally or not, may do harm by discouraging expression.
- Ensure equitable access to learning and research opportunities, deploying inclusive teaching strategies, supporting productive collaboration and honest communication, challenging assumptions that limit opportunity, and mitigating barriers to success.
- Provide opportunity for growth and career advancement, creating an environment that recognizes the unique qualities, talents, and perspectives of each individual and in which each person can flourish and thrive.
- Understand and mentor across difference, recognizing the barriers in the institutional environment and career advancement that will vary because each of us brings a difference in background, identity, privilege, and cultural sensitivity to our academic home.

- Recognize that solutions reside in the institution as well as the individual, owning responsibility to question and improve our institutional climate even as we help strengthen individual resilience.
- Act when we have concerns on behalf of ourselves or others, understanding that action may take different forms—direct, delegated, deferred—depending upon the circumstances.

Each member of the Department contributes to the realization of our values through their own behavior and as a bystander who acts on behalf of others. Anyone who believes they have been subjected to any form of harassment, discrimination, or abusive conduct should connect to resources and reporting structures appropriate to the situation.