

ESCI Field Camp Code of Conduct

This Code of Conduct defines behaviors expected and valued among participants in ESCI Field Camp. These guidelines were established with the goal of creating an environment where all people in Field Camp are welcomed and treated with equity and respect, in line with our [norms](#). Inappropriate conduct may have an impact, regardless of intent. Conversely, kind and supportive conduct can have impacts beyond its immediate application. We commit ourselves to the following.

In all our interactions among members of ESCI Field Camp, we will:

- Create and maintain a safe and inclusive work environment in-person, online, and other contexts, where individuals treat each other with respect, dignity, and professionalism. Examples include using inclusive written and verbal communication and normalizing asking for and receiving help;
- Provide access to training as needed, including training necessary to safely operate equipment, safely conduct field work, or other workplace safety training, including DEI safety in the field.
- Acknowledge that some relationships are unique and require extra demands for ethical behavior, and that position, power, privileges, and values are dynamic components of these relationships;
- Provide resources promptly and appropriately as needed;
- Be honest and accountable: alleged violations of WWU's Codes of Conduct will be reported to the appropriate office, and Field Camp participants are expected to cooperate with their institutional officials who investigate alleged violations;
- Create an environment in which the expectation is that all participants will have positive attitudes, respectful interactions, a supportive community, and a sense of adventure.

Guiding Principles for Field Work

Work in the field may be isolating and/or stressful and may present challenges and issues unique in comparison to other academic settings. Field work also does not include the usual "work" and "home" distinctions when living and working with peers and colleagues. In all field activities, we therefore are mindful of the following:

- All participants should abide by the guiding principles listed above throughout the field work;
- All participants should respect the cultures and communities of people that access or live on the land where they are working, including Indigenous and traditional knowledge holders, and should explicitly request permission to take photographs, audio recordings, and/or video recordings of people, or use their stories, ideas, and information;
- All participants should respect the landscape where they are working including the land, water, plants, and animals, following "Leave No Trace" principles to the extent possible, while acknowledging permitted sampling necessarily alters the land;
- In many field situations the use of indoor bathrooms is not possible, and [care must be taken to respect the privacy of participants outdoors](#);
- On overnight trips, participants must respect the privacy of other peoples' spaces, and not enter without permission nor disturb someone in their room/tent unnecessarily. If private space cannot be accommodated, all participants of a shared space must agree to the circumstances;

- All participants shall be able to rest if they are in need of rest as long as doing so does not infringe on the safety or wellbeing of other participants;
- All participants have the option to participate in activities or not, depending on their comfort level, as long as refraining does not infringe on the ability of the field course to function on schedule;
- All participants have the ability to refuse or pause work if they have not been adequately trained or if proper equipment is not provided;

Inappropriate Behavior

Behaviors deemed unacceptable in our Field Camp community are outlined below. These behaviors include, but are not limited to, the following:

- Any behaviors that violate WWU's policies on non-discrimination and anti harassment, sexual misconduct, consensual and romantic or sexual relationships, student code of conduct, alcohol and drug policies, weapons and violence in the workplace, and faculty code of conduct.
- Dangerous driving;
- Disregard for the personal property of others;
- Disregard for group gear;
- Disregard for quiet hours or other behavior that disrupts participants' right to rest on overnight field trips;

Expectations for Instructors

In the event that a misconduct issue is brought to your attention, as an instructor you should:

- First inform the person that you are a mandatory reporter and that if they want to remain anonymous for concerns that require you to report, they should use one of the anonymous reporting resources provided below. Specifically, all university employees including TAs are required to report all Title IX issues (sexual harassment and assault) and some faculty and staff are also required to report illegal activity on campus.
- Listen to the experience of the person or people bringing the issue to your attention and support individuals as appropriate;
- Properly and promptly communicate reports through to the appropriate institutional office;
- Refer individuals to the appropriate university resources, depending on the situation (see resource examples listed below);
- For Title IX related concerns, follow the steps as outlined in the Faculty and Staff Reporting Resources page.

Recourse and Shared Responsibility

The above tenets are a guide to help hold ourselves and our community accountable. If you or a colleague experience or observe unacceptable behavior, or other interactions that do not meet our shared expectations, we strongly encourage you to communicate this information to the appropriate parties. Recognizing that each situation is unique and potentially sensitive, below are some suggested strategies you can use to share your experience:

- Speak to an instructor, trusted peer, or other colleague for help understanding and addressing the issue;
- Speak to the person directly about their behavior;
- Bring someone with you to any reporting and/or any resulting discussions to provide support during reporting;
- Report misconduct through an institutional office using the resources listed on the last page of this document, bearing in mind that:
- If the alleged violator and/or victim is a student, the complaint should be directed to the [Office of Student Life](#) and [Office of Civil Rights & Title IX Compliance](#).
- Information about reports related to alleged sexual harassment is available at: [Office of Civil Rights and Title IX Compliance](#) or [Survivor Advocacy Services](#).

Resources at WWU and beyond

- Non-Discrimination and Anti-Harassment Policy: <https://crtc.wvu.edu/compliance/non-discrimination>
- Office of Civil Rights & Title IX Compliance: 360-650-3307 <https://crtc.wvu.edu/>
- Title IX Procedures: <https://crtc.wvu.edu/process/reporting>
- Office of Equity: <https://equity.wvu.edu/>
- Structural Equity and Bias Response Team: <https://www.wvu.edu/sebrt>
- Office of Student Life: 360-650-3706 <https://osl.wvu.edu/>
 - To report an incident of general misconduct
 - To file a CARE report
 - To report a COVID concern or complaint
 - To file a report about an off-campus incident
- Counseling and Wellness Center: 360-650-3164 <https://cwc.wvu.edu/>
 - Survivor Advocacy Services: 360-650-7982 <https://cwc.wvu.edu/survivorservices>
 - Substance Abuse Prevention: 360-650-3164 <https://cwc.wvu.edu/sap>
- Student Health Center: 360-650-3400 <https://studenthealth.wvu.edu/>
- Disability Access Center: <https://disability.wvu.edu/>
- LGBTQ+ Office: <https://lgbtq.wvu.edu/>
- Multicultural Center: <https://vu.wvu.edu/mcc>
- Veteran Services: 360-650-3324 <https://wp.wvu.edu/veteranservices/>
- ESCI Diversity, Equity, and Inclusion: <https://cenv.wvu.edu/esci/esci-statement-diversity-equity-and-inclusion>
- Academic Advising & Student Achievement Center: 360-650-3100 <https://aasac.wvu.edu/>
- University Strategic Plan: <https://provost.wvu.edu/strategic-plan-2018-2025>
- University Police: 911 or 360-650-3911; non-emergency: 350-650-3555 <https://police.wvu.edu/>
- Whatcom County Health and Community Services: Mental Health: 800-584-3578 <https://www.whatcomcounty.us/3294/Mental-Health>
- Suicide & Crisis Lifeline: 988
- National Domestic Violence Hotline: 800-799-7233 <https://www.thehotline.org/>
- National Sexual Assault Hotline: 800-656-4673 <https://www.rainn.org/resources>
- Trevor Project (LGBTQ+ support): 866-488-7386 <https://www.thetrevorproject.org/>