UiT Department of Geosciences

Justice, Equity, Diversity, and Inclusion (JEDI)

Fieldwork Code of Conduct



Goals

1. To provide a safe and inclusive working environment for all team members participating in fieldwork.
2. To facilitate effective communication between team members.
3. To ensure that all those participating in fieldwork have access to the necessary support and resources in the case of interpersonal conflicts of any nature.

What is Fieldwork?

Fieldwork is practical work or learning conducted in the natural environment, on land and/or sea, regardless of duration. The period for which this Code of Conduct applies also includes travel to and from the fieldwork location.

All team members (UiT employees, students, and collaborators) should promote safety and inclusivity in the field and contribute actively to a positive working and living environment.

Respect for Local Peoples and the Environment

- All team members are expected to respect and be considerate with local inhabitants and cultures.
- Fieldwork should be conducted with a leave-no-trace approach as much as possible.
- Samples should be taken following ethical sampling guidelines.
- For on-land fieldwork team members should familiarize themselves with the *Norwegian Mountain code* (*Fjellvettreglene*).
- Specific guidelines regarding land and marine environment sampling and respect can be found on the JEDI website (see QR code).

What are your Rights?

Right to respect, dignity, and professionalism

- All team members have the right to respect and dignity and should behave in a professional manner.
- All team members have the right to express their opinions and ideas without judgement, as long as the viewpoints are not discriminatory.
- All team members have the right to neither experience nor bear witness to misconduct from other team members as defined by this Code of Conduct. Any accusations of misconduct must be taken seriously and acted upon swiftly.

Right to privacy

- All team members have the right to privacy (e.g., their own space in a room or tent). Each team member must respect the privacy of team members' space and neither enter it without their permission nor disturb a team member unnecessarily. All participants must be informed in advance of the living arrangements.
- All team members have the right to privacy when using the bathroom. In some field situations the use of indoor bathrooms is impossible. This should be communicated to team members prior to the trip. For information about toilet stops and menstruation in the field, see resources on the JEDI website (QR code below).

Right to outside communication

- All team members have the right to use a satellite phone or outside communication, if the communication is expressed to be of high necessity. In these cases, access to such devices should not be infringed.

Right to confidentiality

- Any team member that reports harassment or Code of Conduct violation has the right to confidentiality throughout the reporting process. This applies in the field or on cruises, and reports should be made to the field leader, designated safety responsible or person of trust. Reporting of incidents should follow existing UiT reporting infrastructure and fall under existing UiT rules (Check e.g., *Si ifra!* or contact the *verneombud* (safety representative) - see details at the end of this document).

Right to rest

- All team members have the right to rest during and after the fieldtrip.

Right to safety

- All team members have the right to work in a safe environment and to be provided the necessary safety equipment and training. With this right comes the responsibility to follow safety protocols and make use of safety equipment.
- If driving is required, drivers should be familiar with local road laws and follow them. Team members who are uncomfortable with driving should not be made to do so.

Right to data access?

- The field leader should communicate to all team members clearly how data will be collected, how that data will be used, and who has the access and right to use and publish them.

Available resources: UiT has online preventive training and advice on what to do in an emergency at ***sikresiden.no***. Use the online portal *Si ifra!* to report harassment at ***uit.no/si-ifra***. Emergency phone numbers are found at ***uit.no/om/beredskap***. For additional resources, please check out the JEDI website by following the QR code.

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Fieldwork and Cruises

Preparation:

- All team members should have access to relevant information before the trip, and expectations and obligations should be clearly communicated.
- All team members should be made aware of and understand the nature of the fieldwork they will participate in and should evaluate their ability to conduct their roles and responsibilities.

Leadership: A field leader should be appointed within the group.

- This person must know the safety procedures and emergency protocols. For seagoing fieldwork, it is required that the field leader attends the cruise leader course (organized by UiT annually).
- All team members' opinions should be acknowledged, but the field leader has final decision-making power within the group. The captain has the final say at sea.
- The field leader can prohibit the use of alcohol and other substances.
- The use of alcohol and illegal substances is prohibited on all UiT cruises.

Person of trust: A person of trust should be appointed within the group by the group, if the group is large enough. This person should familiarize themselves with available UiT resources related to interpersonal conflicts. Interpersonal conflicts or breaches of this Code of Conduct can be reported to this person, and they should act as a mediator to resolve conflicts while in the field.

- They should preserve confidentiality at the request of concerned parties as much as possible.
- The person of trust only handles conflicts while in the field, and conflicts or behavior that need to be formally reported should be reported by the parties involved through formal UiT infrastructure upon return (see "Available resources" below).

Safety responsible: A person in charge of safety in the field. In seagoing fieldwork this person is likely to be a ship's crew member, the captain or a trained scientist; on land-based fieldwork this person can be (but does not have to be) the field leader.

- This person must know the safety procedures and emergency protocols.
- The safety responsible has the final decision-making power when comes to safety related matters.

Group dynamics: All team members are expected to respect and be considerate of each other.

- If team members are not familiar with each other, experience level should be communicated.
- The dietary requirements of team members should be accommodated.
- Permission should be obtained from team members to include them in photos and recordings. Consent must be given before posting photos or videos on public platforms.

Harassment

Harassment can be blatant or subtle, verbal, physical, on paper, or communicated electronically. Harassment in any form is not tolerated. Examples of conduct that can be considered harassment are as follows:

- Bullying or discrimination.
- Propositions, improper suggestions, or requests for sexual favors.
- Sexist, racial, or ethnic jokes or slurs; rude behavior or obscene remarks; disparaging remarks relating to gender identity and expression, race, ethnicity, sexual orientation, age, marital or parental status, disability, immigration status, physical appearance, body size, nationality, religion (or lack thereof), technology choices, socioeconomic background, educational background, career stage etc.
- Innuendos or offensive statements disguised or presented as humorous.
- Unwanted physical contact or conduct, e.g., non-accidental touching, hugs, squeezes, or putting arm(s) around another person.
- Unwelcome advances, such as repeatedly asking someone out on a date despite past refusals.
- Actions or sounds – whistling, suggestive sounds, obscene gestures, display of offensive pictures.
- Stalking or following someone in an unacceptable, unprofessional manner.
- Imbalance of attention, whether it be positive or negative, toward any individual or group that has the intent or effect of providing an inequitable work environment.
- Any form of assault – sexual or otherwise.

What to do if you experience harassment:

- **Speak up:** If you have experienced harassment, speak with the offender. Many situations can be resolved by telling the offending party that their behavior is making you feel uncomfortable and asking them to stop.
- **Tell someone:** While you are in the field you can report the behavior to the designated person of trust or field leader. For formal reporting see "Available resources" below.
- **Keep records:** Keep notes describing the incidents and note the date, place, time, and any witnesses to the behavior.
- **Seek advice:** If you cannot report your concerns to the field leader or person of trust, you should seek advice from someone else who can help.

If you are a witness, use the 5D bystander intervention strategy:

Distract – interrupting the interaction derails it. **Delegate** – ask a third party for help. **Document** – record or take notes detailing the harassment. **Delay** – if you can't do anything in the moment, check on the wellbeing on the victim of harassment afterward. **Direct** – confront the harasser directly if you feel comfortable. For details and tips, see the JEDI website (QR code below).

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