**Code of Conduct**

**PURPOSE:**To create a positive work environment and to give guidance on dealing with misconduct.

**APPLIES TO:**All participants in the field trip

**Expected Behavior**

The role of each person in this trip is integral to the success of the project and is based on the ongoing effort to promote trust, respect and communication. To achieve this our team aspires to a workplace climate that values:

* Full participation in the field work. This includes: be on time, speak up in discussions, listen in discussions, and take part in activities, complete assigned tasks for the day;
* Proactive self-care (physical and emotional); Check in with the trip leader about any concerns you may have;
* Respect for the dignity and worth of all individuals;
* Open-minded consideration of ideas, perspectives and beliefs that challenge our thinking;
* Collaboration and cooperation that promotes work progress;
* Mindfulness of your surroundings and of your fellow participants. Alert the trip leader if you notice a dangerous situation or someone in distress.
* Leave no trace: dispose of waste properly; leave what you find; minimize the campfire impacts; respect wildlife.

**Unacceptable Behavior**

* Harassment, intimidation or discrimination in any form;
* Physical or verbal abuse of any participants;
* Degrading comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin;
* Unwelcome physical contact;
* Inappropriate use of nudity and/or sexual images;
* Threatening or stalking any participants;
* Micro-aggressions-verbal, nonverbal, and environmental slights, snubs, or insults which communicate hostile, derogatory, or negative messages to target persons based solely upon their group membership.
* Use or possession of illegal substances;

**Reporting**

* Anyone subjected to unacceptable behavior should report the incident to the trip leader.
* Any form of harassment should be reported to the office of Title IX: <https://oeosh.ucsb.edu/titleix/sexual.harassment.and.sexual.violence/>

**Misconduct and Disciplinary Actions**

* *Depending on your location list disciplinary actions to be expected in case of misconduct. E.g. losing a particular privilege; removal from the project, etc.*