

# **Northern Gulf of Alaska-Long Term Ecological Research (NGA-LTER) Code of Conduct**

The NGA-LTER code of conduct outlines expected conduct in the field, in laboratories, during meetings, and in interactions with the public. It underscores our desire to provide a research environment that promotes respect, that is safe and productive, and provides the entire NGA-LTER community with a platform for success.

The NGA-LTER community represents several institutions, and this document is meant to complement the institutional codes of conduct for NGA-LTER participants. It is expected that all NGA-LTER participants (in any capacity) should abide by the NGA-LTER code of conduct.

## **Expectations from all LTER Participants**

- Participants are treated with respect and consideration independent of career level, caste, class, disability, ethnicity, gender identity, participatory role, physical appearance, race, religion, sexual orientation, or tribe.
- Participants contribute towards the NGA-LTER goals through professional behavior, research integrity, and transparent communication that values diversity of views and opinions.
- Participants conduct activities safely whether in the field, laboratory, or university setting by following established protocols, being aware of potential hazards, voicing concerns, and caring for each other's safety.
- Participants respect the rules and policies of research vessels, the Seward Marine Center, research institutions, lodging establishments, and meeting venues.
- Participants assign due credit when sharing scientific findings formally and informally with the rest of the NGA-LTER community and other stakeholders.
- Robust exchange of ideas is expected and encouraged. Participants voice differences in opinion as critique of ideas rather than individuals.

## Unacceptable behavior

- Discrimination of any kind including, but not limited to career level, caste, class, disability, ethnicity, gender identity, participatory role, physical appearance, race, religion, sexual orientation, or tribe.
- Disrespectful behavior or attitudes towards local communities. This includes, but is not limited to, dismissal or disrespect for Indigenous knowledge, values, and cultures, as well as local knowledge and ways of life.
- Harassment or intimidation in any form including microaggressions\*. These include verbal and non-verbal behaviors.
- Sexual or physical assault.
- Disorderly conduct, intoxication, or any action that endangers participants.
- Failure to comply with reasonable requests from vessel's crews, NGA-LTER staff, venue/lodging personnel, employees of research institutions, or community members
- Lack of research or academic integrity.

\*Microaggressions have been described by psychologist Derald W. Sue as: "The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experience in their day-to-day interactions with people."

## Reporting

Inappropriate behavior, safety concerns, or assault should be reported immediately. Retaliation is strictly prohibited and will not be tolerated.

- *If you see something, say something.* Safety concerns should be reported to the person in charge during a given situation (e.g., the bosun on deck, lab manager, etc.). Everyone has the right to voice safety concerns and halt operations until concerns are addressed. Concerns will be taken seriously, and when appropriate, adjustments will be made.
- Inappropriate behavior such as harassment, intimidation, discrimination or sexual misconduct should be reported. Reports will be confidential and when possible anonymous within Title IX reporting requirements. The person to report to will depend on circumstances, but in general the project lead is responsible to respond first to issues within their group. Other options are listed below:
  - If you are comfortable addressing concerns due to inappropriate behavior, please directly communicate the issue to the individual so they can modify their behavior. Alternatively, to the responsible principal investigator (PI), project lead, or a person you trust.
  - Report discrimination you have experienced or witnessed to your supervisor, the NGA-LTER PI, and/or the institution's Equity and Compliance Department (See resources below)
  - Report sexual misconduct or assault you have experienced or witnessed to your project lead, the NGA-LTER PI, the Chief Scientist, or the captain of the ship, and/or the institution's Title IX representative. (See resources below)
  - If you do not feel comfortable reporting directly to your supervisor, project lead, NGA-LTER PI, captain, or institutional representative, you may instead work with someone you trust in the NGA-LTER to assist in reporting the inappropriate behavior through institutional avenues (see resources below).

## Conflict Resolution

Conflict resolution will depend on the circumstances.

- When appropriate, the group leader is responsible for mediating conflict within their group
- When appropriate, the NGA-LTER can provide mediation during conflict via leadership [representatives](#) such as a designated person of trust, the Chief Scientist (or Captain) when at sea, etc.
- When appropriate, the individual institution where the issue was reported should provide conflict resolution

## Consequences

Inappropriate behavior and assault are serious offenses. Consequences include those adopted by individual institutions where the behavior was reported. Egregious behavior may warrant dismissal from NGA-LTER participation

## Resources

### INSTITUTIONAL

- LTER Network: The Network wide diversity, equity and inclusion resources <https://lternet.edu/network-organization/diversity-resources/#plans-strategies>
- LTER Network code of conduct during meetings: <https://lternet.edu/lter-meetings-code-of-conduct/>
- UAF Resource & Advocacy Center: An on-campus program of the Interior Alaska Center for Nonviolent Living, this is a confidential resource to provide assistance with navigating support systems and reporting options. Website: <http://www.iacnvl.org/>  
Kara Carlson, MPA  
Email: [uafadvocate@iacnvl.org](mailto:uafadvocate@iacnvl.org)  
Phone: 907-474-6360 (24 hr line)
- UAF Title IX Office: The office that provides assistance with Title IX reporting. <https://uaf.edu/titleix/index.php>  
UAF Online reporting form: <https://uaf.edu/oeo/report/>  
Margo Griffith, Director and Title IX Coordinator  
Email: [mcgriffith@alaska.edu](mailto:mcgriffith@alaska.edu)  
Phone: 907-474-7599
- UAF Department of Equity and Compliance: A department that works at the institutional level to eradicate discrimination and build equity. Website: <https://uaf.edu/equity/>
- UAF sponsored off-campus programs and research activities website: <https://www.alaska.edu/equity/title-ix/student-placement-guidelines/>
- UA System Anonymous Reporting: Hosted by a third party hotline provider, EthicsPoint <https://secure.ethicspoint.com/domain/media/en/gui/40174/index.html>
- UCSC Office for Diversity, Equity and Inclusion: Provides resources related to DEI issues  
Website: <https://diversity.ucsc.edu/resources/index.html>  
Maria Teresa Linda Scholz, Associate Vice Chancellor, Chief Diversity Officer

Email: [tscholz@ucsc.edu](mailto:tscholz@ucsc.edu)

Phone: 831-459-1758

- UCSC Title IX Office: The office that provides assistance with Title IX reporting  
<https://titleix.ucsc.edu>,
- UCSC Care Advocate: Provide free confidential support  
Website: <https://care.ucsc.edu/>  
Phone: (831) 502-2273  
Email [care@ucsc.edu](mailto:care@ucsc.edu)
- WWU: Information about resources available to the WWU community regarding DEI issues and strategic planning. <https://www.wvu.edu/diversity>,
- WWU: Title IX Office: The office that provides assistance with Title IX reporting  
Website: <https://crtc.wvu.edu/compliance/title-ix>  
Phone: (360) 650-3307  
Email: [crtc@wvu.edu](mailto:crtc@wvu.edu)
- WWU Anonymous Reporting: [https://esign.wvu.edu/forms/EOC/\\_ff\\_bias\\_3.aspx](https://esign.wvu.edu/forms/EOC/_ff_bias_3.aspx)

#### OTHER RESOURCES

- ADVANCE Geo group : [https://serc.carleton.edu/advancegeo/resources/field\\_work.html](https://serc.carleton.edu/advancegeo/resources/field_work.html)