

Safe & Inclusive Off-Campus Research

References for the March 22, 2023 Panel Discussion, 3:30 - 5 pm, 150 University Hall

The National Science Foundation (NSF) requires plans for safe & inclusive off-campus and off-site research, effective January 30, 2023.

A written plan is **required** per the National Science Foundation's (NSF) Proposal & Award Policies & Procedures Guide (PAPPG) 23-1 for NSF-funded research. The plan must describe how the following types of behavior will be addressed:

- Abuse of any person, including, but not limited to, harassment, stalking, bullying, or hazing of any kind, whether the behavior is carried out verbally, physically, electronically, or in written form; or
- Conduct that is unwelcome, offensive, indecent, obscene, or disorderly.

Action Required: Principal Investigator(s) need to sign and submit a plan to Berkeley's **Sponsored Projects Office (SPO)** before SPO will approve the proposal being submitted to NSF. Refer to guidance from SPO and the SPO Plan Template.

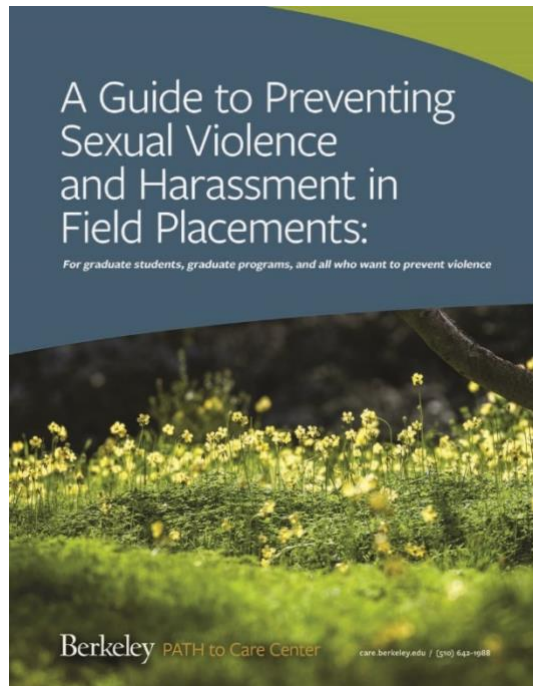


Campus Resources



Hosted by **Environment, Health & Safety (EH&S)**, the **UC Field Research Safety Leadership Training Series**

features a range of topics led by subject matter experts, presented online with scenarios, practical strategies, and planning guidance to promote safe teaching and research outdoors, at remote sites, and abroad, e.g. "Promoting a safe fieldwork culture for diverse researchers," "LGBTQ+ safety in the field," & "Preventing harassment in the field."



Developed by **Path to Care**, this guide offers guidance for all research and professional activities conducted outside the UC Berkeley campus, including, but not limited to field courses and placements, clinical settings, and internships. This field guide is intended to expand illness and injury prevention in field-placements to include prevention of sexual harassment and violence, stalking, relationship violence, and retaliation protection against retaliation for reporting.

The **Gender Equity Resource Center** is a UC Berkeley campus community center committed to fostering an inclusive Cal experience for all. The programs and services of the Gender Equity Resource Center are focused on Women*, Lesbian, Gay, Bisexual, Transgender and Queer+ (LGBTQ+), Sexual Harassment & Sexual Violence, and Hate Crime and Bias Incident Reporting & Response.

For urgent support 24/7, please call the Care Line: (510) 643-2005

Please visit ehs.berkeley.edu/field-research or email fieldsafety@berkeley.edu with questions or suggestions about content.

Strategies to Promote Safe & Inclusive Off-Campus Research:

- ❑ Create a safe & inclusive field safety plan: Be legal. Be Collaborative. Be Safe. Be Respectful.
- ❑ Make a list of appropriate training for your site and operations
- ❑ Hold a pre-trip meeting to review logistics and safety concerns. Consider collectively drafting a Code of Conduct or Community Agreement prior to starting fieldwork.
- ❑ Consider assigning readings about the culture and history of the field site, region, or country to familiarize team members with local communities.
- ❑ Conduct a post-trip debrief to review and revise safety guidelines for future trips.

References: *A set of principles and practical suggestions for equitable fieldwork in biology*, [PNAS 2022](#), Ramírez-Castañeda et al; *A guide for developing a field research safety manual that explicitly considers risks for marginalized identities in the sciences*, [BES 2022](#), Rudzki et al

Strategies to Reduce Risk (Individuals):

- ❑ Know who manages site and inform of schedule
- ❑ Work with others; report threats or incidents
- ❑ Carry identification & wear identifying clothing or vests

Strategies to Reduce Risk (Supervisors):

- ❑ Review safety plans before any fieldwork begins
- ❑ Solicit regular feedback, discuss concerns/risks with entire group

Strategies to Reduce Risk (Departments/Institutions):

- ❑ Make available field safety, harassment training, first aid, diversity, equity & inclusion (DEI) and mentorship resources
- ❑ Inform and advise about benefits of acting responsibly with care and potential ramifications for harassment, prejudice, hostile work environments

Reference: *Amelia-Juliette Demery & Monique Pipkin, Cornell University; authors of the Nature Ecology & Evolution article: [Safe fieldwork strategies for at-risk individuals, their supervisors and institutions](#)*

Strategies to reduce anxiety in the field:

- ❑ Optimize the activity for learning instead of focusing on assessment
- ❑ Reduce environmental stressors as much as possible
- ❑ Keep the length of field activities to a reasonable number of hours per day
- ❑ Offer an opportunity for privacy in the evening, ensuring participants can contact their support structure
- ❑ Have a compassionate and non-judgmental attitude towards participants expressing distress at the activity

Reference: *Dr. Saira Bano Khan, Mind Compass Psychology, Dr. Cedric John, Imperial College of London, Dept of Earth Sciences and Engineering; Authors of Nature Geosciences article: [Mental Health in the Field](#)*

Strategies to prevent harassment & assault in field sciences:

- ❑ Discuss boundaries and expectations
- ❑ Discuss privacy, hygiene, bathroom, sleeping protocols
- ❑ Allow mechanisms for switching sleeping quarters, work partners
- ❑ Establish high communication standard; daily group check-ins
- ❑ Establish inclusive norms (no inappropriate jokes, derogatory terms)
- ❑ Provide early training for prevention with field teams and courses to set a positive organizational climate

Reference: *Melissa Cronin, PhD candidate, UCSC, Conservation Action Lab; [fieldfutures.org](#)*
