

## Rights and responsibilities of IAB field personnel

Field conditions are different from many other work environments. Fieldwork often involves unique physical and social challenges, discomfort, and the need to adapt to unpredictable situations while away from familiar environments and support mechanisms. IAB has established these rights and responsibilities to set expectations for fieldwork that recognize these differences, promote the safety and success of fieldwork, and support the varying backgrounds, experience, and concerns of field crew members. All crew members must:

- 1) participate in pre-trip meetings, led by the PI or project lead, that define roles and discuss how the field crew will work together to meet the rights and responsibilities established in this document.
- 2) be provided clear and timely information about field plans, conditions, and expectations.
- 3) have access to, and understand, the field safety plan and have relevant safety trainings and equipment.
- 4) have access to adequate rest, food, and shelter, and a reasonable level of privacy for personal needs.
- 5) have independent access to communication devices, be trained in their use, and be able to privately contact someone outside of the field without the knowledge of other team members, including the team leader.
- 6) be informed of campus support resources that can be accessed from the field, including the Office of Rights Compliance and Accountability on-call voice or text number (907-978-2906) and the UAF Police (907-474-7721).
- 7) familiarize themselves with, and adhere to, the [field alcohol](#) and [field firearms](#) policies.
- 8) share group maintenance tasks, such as cooking and cleaning, in an equitable manner.
- 9) have privacy, and reasonable accommodations, for bathroom use and personal hygiene.
- 10) evaluate their insurance coverages and assess the need for additional coverage, such as third-party medical and evacuation services.
- 11) behave in a manner that does not harm others or actively degrade the functioning of the field crew. *These negative actions include, but are not limited to, unwelcome conduct that is severe, pervasive, and objectively offensive; physical or verbal abuse, coercion, retaliation, harassment, violation of [UAF's Title IX policies](#); violation of [UA's student rights and responsibilities and code of conduct](#); [discrimination](#); hate speech, or intentionally denigrating another person's beliefs, culture, gender, or traditions; repeated unwelcome romantic or sexual advances; dismissing safety concerns; or neglecting duties and responsibilities.*
- 12) stop work if there are imminent concerns about safety and not resume work until these concerns have been satisfactorily addressed.
- 13) be empowered, without fear of reprisal, to express concerns about safety, comfort, or the violation of any other right or responsibility, and to have these concerns addressed in a timely manner.