**EOAS Field Safety Bill of Rights**

All students, staff, faculty, and all other field participants in the field party have the right:

1) To be informed about the plans, nature of work and risks involved with the remote fieldwork in which they will be participating.

2) To express concerns about their safety and comfort, and that of the team (e.g. dangerous camping sites, inadequate rest or sleep, inadequate bear-safe practices, etc.).

 3) To refuse to do activities they feel are unsafe or they are not comfortable with (e.g. fly in bad weather, drive an ATV without training, cross a glacial stream, etc.).

4) To safe accommodations with whom they are comfortable (e.g. participants should not be required to share accommodations (like a tent) with a person with whom they are not comfortable).

5) To wear and have access to appropriate personal protective equipment (PPE) as needed (e.g. hardhats, safety vests, steel-toed boots, harnesses).

6) To a social environment that would be acceptable in a classroom setting (e.g. jokes, language and behavior not acceptable on campus are not acceptable off campus).

7) To reasonable attempts to provide adequate shelter, equipment and food (e.g. participants should not be required to go without meals and sleep in leaky tents for budgetary reasons).

8) To not be left alone in remote field settings if not desired (e.g. participants should not be required to spend time sampling out of line of sight of others unless the participant feels comfortable doing so).

9) To carry and use remote field safety equipment, including communication devices (e.g. participants should be given access to bear spray, mosquito netting, etc, and – if necessary – satellite phones and inReach-type trackers).

10) To request and obtain training for field safety issues and tasks from the PI (e.g. bear safety training, use of deterrent and communication devices, scientific equipment use, etc.).

11) To request a professional assessment if the participant feels they are experiencing a medical emergency, and be evacuated at no cost if needed (e.g. the flu, sprained ankle, broken leg, etc.).

12) To be given support and assistance if the participant feels a UBC Policy SC7 (discrimination based on race, color, religion, sex, gender, disability, or national origin, as per the BC Human Rights Code) or UBC Policy SC17 (sexual misconduct) violation has occurred. If deemed necessary by the participant, in discussions with a supervisor, for safety reasons and/or to file a complaint, early exit from the field at no extra cost to the participant will be facilitated (e.g. harassed because of gender, belittled because of religious background or nationality, sexual harassment, etc.).

13) All of these field safety rights shall be exercised without retaliation or adverse effect on the participant’s academic progress or career standing.

14) All participants have the right and responsibility to say something to the trip leader, field safety coordinator, or another team member if they feel uncomfortable or unsafe (if you see something, say something).

**Resources:**

UBC Sexual Violence Prevention and Response Office:  **Phone:** 604-822-1588; <https://svpro.ubc.ca/>

UBC Equity and Inclusion Office: **Phone:** 604–822–0309**; Email:** humanrights@equity.ubc.ca

[Resources and Steps for Harassment and Discrimination Complaints](https://www-dev.eoas.ubc.ca/about/safety/have-a-harassment-or-discrimination-complaint)