

Team members must have a complete understanding of the COMPASS Safety Plan, field site safety manuals, and any specific site requirements. Team members shall work directly with their institutional leads and/or supervisor to understand institutional-specific safety requirements and/or trainings that need to be completed prior to starting work. All team members are expected to understand the expectations set forth in this document to maintain a positive and professional working culture at all times.

Stop Work Authority:

Every team member has the right to stop work if they see unsafe or unprofessional behavior. If a situation arises where the safety of team members, equipment, or the environment is questioned, team members can stop all work without negative consequences.

Code of conduct and expectations:

- All team members are responsible for ensuring a safe and respectful work environment is sustained.
- Expectations for professional conduct hold true for all situations and locations associated with the COMPASS project, regardless of location or duration, including field and conference travel (i.e., transportation, meals, work/educational time, rest time, and recreational time).
- COMPASS is committed to an environment free from discrimination and harassment based on race, color, religion, creed, sex, sexual orientation, gender identity, age, disability, pregnancy, or any other reason.
- Every individual has the right to be free from discrimination, unlawful harassment, sexual misconduct, and violence. COMPASS will not tolerate harassment or retaliation of any kind by staff or non-staff.
- Treat everyone with respect.
- If unprofessional or unsafe behavior is observed, or if someone says or does something that makes you uncomfortable, the team member should immediately contact their supervisor, institutional lead, COMPASS PI (Vanessa Bailey), and/or the Deputy of Operations (Blake Kluse). Should team members feel more comfortable reporting concerns outside the project hierarchy, they are encouraged to report through their own institutional staff resources.
- Ask before you post information about, or photos of, anyone or anything.
- All team members are expected to comply with all institutionally required training and practices for safe field work and secure research operations.