

Team members must have a complete understanding of the COMPASS-FME 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, FME PI, and/or the DO. 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.