

Itasca Biological Station and Laboratories

Code of Conduct for All Station Users

Itasca Biological Station and Laboratories (IBSL) is committed to fostering research, education, and community engagement in a welcoming and inclusive environment.

We have strong connections to nature and to our community, and we are proud to curate a space for creative scientific thinking that naturally relaxes social anxiety. We value our environment, our community, open dialog, and scientific excellence. We value the unique backgrounds that IBSL users bring to the station. Our goal is to share and foster these values, irrespective of comfort level in wilderness, experience in science, funding success, citations, publications, etc. We also want Itasca to be as accessible as our resources will allow, no matter race, ethnicity, gender identity, gender expression, age, disability, sexual orientation, religion, or socioeconomic status.

We recognize, however, that there are multiple barriers that can limit who arrives at a 'table we make round,' particularly at a remote field station like Itasca. We know, from the collective experiences of field stations, that a remote station used to foster more relaxed social interactions is also prone to the formation of 'in crowds' and to slips in behavior. Because of this, IBSL strives to actively create a community of respect and prevent discrimination and harassment.

Everyone at IBSL, including all researchers, instructors, students, employees, and visitors, are expected to adhere to the following Code of Conduct:

EXPECTED CONDUCT

- Act ethically and with integrity
- Foster an inclusive, collaborative, and supportive community
- Treat all with fairness and respect
- Extend this same respect to the natural and built environment
- Promote physical and mental health and safety
- Respect IBSL's and fellow residents' personal property and space
- Promote a culture of compliance with IBSL policies, State Park rules, and local, state and federal laws.

UNACCEPTABLE BEHAVIOR

Unacceptable behaviors are unacceptable at all times -- not just when classes, fieldwork, and other professional activities are in session.

IBSL will take disciplinary action for the following offenses:

- Sexual harassment, sexual assault, stalking, and relationship violence*
- Discrimination*
- Retaliation
- Physical or verbal abuse
- Hazardous behavior that endangers yourself or someone else
- Creation of a hostile work environment and/or interfering with an individual's participation in the program for which they are here
- Unethical research, including falsification of data or information
- Scholastic dishonesty
- Unauthorized use, including misuse, of IBSL facilities, equipment, or services
- Non-compliance with IBSL policies, State Park rules, or illegal behavior, including unauthorized possession, use, or sharing of weapons, drugs, or alcohol, theft, property damage, or vandalism

**For full definitions, see the University Policy on Sexual Harassment, Sexual Assault, Stalking and Relationship Violence (<https://policy.umn.edu/hr/sexharassassault>) and the University Discrimination Policy (<https://policy.umn.edu/hr/discrimination>).*

SANCTIONS FOR UNACCEPTABLE BEHAVIOR

Sanctions will be commensurate with the nature and severity of the offense, whether violations have been persistent, and the impact of the offense on any other people involved. Sanctions may include one or more of the following:

- Warning
- Probation
- Confiscation of goods possessed, used, or shared in an illegal or unauthorized manner
- Restitution
- Reassignment of work activities
- Paid or unpaid leave of absence
- Suspension or expulsions from IBSL facilities (e.g., lodging) or its equipment (e.g., vehicles)
- Termination of employment

REPORTING MISCONDUCT**

Report suspected or alleged misconduct to any or all of the following:

- IBSL staff or administrators, instructors, or a supervisor
- Human Resources in the College of Biological Sciences (cbshr@umn.edu)
- The University of Minnesota Equal Opportunity and Affirmative Action (EOAA) Title IX office (612-624-9457, eoaa@umn.edu, <https://eoaa.umn.edu/report-misconduct>)
- Anonymously via the U Report system (1-866-294-8680, <https://compliance.umn.edu/report>)

***If you report suspected or alleged misconduct, the University of Minnesota has a policy that will protect you from retaliation. Note that all University employees are required to report sexual misconduct to the Title IX office.*

The following actions are considered minor infractions. Repeated occurrences will be considered major infractions and will not be tolerated:

- Disregard for quiet hours
- Smoking inside any building
- Dangerous/reckless driving
- Disregard for the physical property of others
- Inconsiderate and offensive behavior
- Entering restricted areas, such as the kitchen or unoccupied cabins
- Microaggressions based on age, color, disability, genetics, gender, gender identity and expression, marital status, nationality, parenthood, pregnancy, race, religion, sex, sexual orientation, or veteran status.

