

Creating a Safe, Secure, Open, and Inclusive Project

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Field research is a hallmark of the NGEE Arctic project. It is an exciting time where new experiences can shape the future of our students, staff, and faculty. Field research can also be a challenging time where people are uncertain about expectations and behavioral norms in an ever-changing and collaborative field setting. We are committed to creating a safe, secure, open, and inclusive project where people are welcomed, valued, and respected for their talents.

Empowered



“Everyone has the right to feel safe and secure... everyone is valued and has opinions that matter... everyone deserves to be heard... everyone is responsible for ensuring a respectful workplace.”

Accountable

- Promote a work environment that is safe and harassment-free for all people
- Act with integrity and build trust among colleagues, collaborators, and residents in the communities where we work

Safe and Secure

Before a field campaign:

- Workplans developed and shared with colleagues
- Institutional Points of Contact (POCs) identified
- Safety hazards considered, and mitigation measures discussed
- Contractors provided with expected guidelines of behavior

During a field campaign:

- Field Safety Officer (FSO) identified
- Delorme or InReach personal beacons (optional); Satellite Phones (required)
- Never work alone; remember the buddy system
- Safety check-ins
- Stop Work Authority
- Be respectful of the community you work in— you represent yourself, your institution, and the NGEE Arctic project
- Be safe and respectful in public spaces, even after work hours are over



Continuous Conversation

- Remember, while safety plans can and should be developed ahead of time, safety is something that also evolves as surroundings change and new hazards emerge; be looking for the unexpected
- Opinions as to what constitutes safe versus unsafe behavior will differ among members of a team, often based on past life experiences. Be aware of those differences and make them a part of your daily conversation during field research

Free from Harassment

- Abuse of power, aggressive behavior, and bullying are unacceptable
- Physical and emotional harassment, including sexual harassment, must be stopped
- If you see harassment, step in and stop it. Use the 3 D's
 - **Directly** confront the party involved in misconduct
 - **Delegate** to someone else the responsibility of confronting the parties involved in misconduct
 - **Distract** the party involved by removing the targeted individual from the situation

Respect Local Culture and Knowledge

- Learn about the history of the region, its culture, languages, and organizational structure
- Be open to new viewpoints and be aware of possible biases when discussing research with residents
- Respect hunting, fishing, and gathering practices



Open and Inclusive

- There are channels for reporting bad behavior
- Open and ongoing discussion of safety strengthens our team
- Provide us your thoughts and feedback



Conclusions

The NGEE Arctic project is committed to doing what is right—right for you, right for the environment, and right for those who own the land on which we conduct our research. Let's commit to make safe decisions, for ourselves and others, so that we enjoy our time in Alaska and return safely each day.

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