

Bio Station Code of Conduct

The Flathead Lake Biological Station of the University of Montana is committed to providing a safe and welcoming learning environment for everyone, including students, staff, faculty, and visitors. Bio Station activities, including, but not limited to, field courses, fieldwork, internships, and on-station meetings, among other activities, can be valuable educational and professional experiences from which all should have opportunity to benefit. To help assure this, all participants, including but not limited to instructors, staff, students, visiting researchers, and meeting attendees, are expected to follow the Bio Station Code of Conduct as well as all University policies including the UM Student Code of Conduct and the Discrimination, Harassment, Sexual Misconduct, Stalking and Retaliation Policy (Discrimination Policy). Anyone with knowledge of violation of these policies should report such violation immediately to insure the safety of all participants.

To report discrimination, sexual harassment, sexual assault: leave a private message or make an appointment for the Title IX Coordinator at (406) 243-5710. Concerns other than discrimination/sexual harassment, sexual assault: UM Housing (406) 243-2611 (Sandy Curtis; sandra.curtis@umontana.edu or Kelly Magnuson; kelly.magnuson@umontna.edu) or Vice President for Research and Creative Scholarship (Scott Whittenburg; (406) 243-6670; vpr@umontana.edu).

Expected Behavior

- Be respectful of all participants, valuing a diversity of perspectives and opinions.
- Communicate openly with respect for others.
- Avoid personal attacks directed toward others.
- Respect the laws, rules, and policies of the Bio Station as well as off-station locales.
- Alert a faculty or staff member if you notice a dangerous situation or someone in distress. Be aware of your surroundings, your safety, and the safety of your fellow participants.

Unacceptable Behavior

- Harassment, intimidation or discrimination in any form will not be tolerated; see definitions and examples of sexual harassment and harassment summarized below. See the University Discrimination Policy for full definitions.
- Physical or verbal abuse of any participant will not be tolerated.
- Behavior that is hazardous to anyone's safety will not be tolerated.

Sexual Harassment

Sexual Harassment can include unwelcome: sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, including sexual assault. Sexual harassment, including sexual assault, can involve persons of the same or opposite sex. Sexual harassment can take one of two forms: Tangible Employment or Educational Action or Hostile Environment

Sexual Harassment. As discussed below, hostile environment harassment can also be based on other protected classes.

1. *Tangible Employment or Educational Action.* This type of sexual harassment occurs when the terms or conditions of employment, educational benefits, academic grades or opportunities, living environment or participation in a University activity is conditioned upon, either explicitly or implicitly, submission to or rejection of unwelcome sexual advances or requests for sexual favors, or such submission or rejection is a factor in decisions affecting that individual's employment, education, living environment, or participation in a University program or activity. Generally, perpetrators will be agents or employees with some authority from the University.

2. *Hostile Environment Harassment.* A *Hostile Environment* based on race, color, religion, national origin, creed, service in the uniformed services, veteran status, sex, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation exists when harassment:

- is sufficiently serious (i.e., severe, pervasive, or persistent) and objectively offensive so as to deny
- or limit a person's ability to participate in or benefit from the University's programs, services, opportunities, or activities; or
- when such conduct has the purpose or effect of unreasonably interfering with an individual's employment or education.

A hostile environment can be created by anyone involved in a university program or activity (e.g., administrators, faculty members, students, and even campus guests). Mere offensiveness is not enough to create a hostile environment. Although repeated incidents increase the likelihood that harassment has created a hostile environment, a serious incident, such as a sexual assault, even if isolated, can be sufficient.

Your signature is required to participate and indicates that you will comply with this Bio Station Code of Conduct as well as all University Policies.

Participant signature: _____ Date: _____

Participant (print): _____