

## Code of Conduct: H.J. Andrews Experimental Forest and Long-Term Ecological Research Program

The Andrews Forest Program is only as strong as our community. Our community is strong only if all members feel safe and respected. Fostering an environment that is safe and respectful is critical to our research and education mission. All participants in the program, including distinguished lead investigators, staff, students, and any other user of headquarters facilities, are expected to abide by and support our standards of conduct in all physical and virtual contexts.

### Expected Conduct

- Treat all participants with respect and kindness
- Actively contribute to a welcoming and inclusive social environment
- Adhere to all policies and safety protocols detailed in the HJA Handbook and Safety Manual and the [OSU Equal Opportunity and Access](#) webpage.
- Follow additional project-specific safety procedures and obtain needed specialized training as determined with supervisor
- Abide by the Andrews Forest research guidelines ([HJA Research Guidelines](#))
- Be respectful and considerate in interactions with general public on Forest property

### Unacceptable Behavior *(bullet symbols align with list of Reporting Misconduct resources)*

- \* Sexual harassment, sexual assault, stalking, relationship violence
- \* Discrimination
- \* Retaliation
- \* Violence or threats of violence
- Bullying, verbal attacks, derogatory language
- Engaging in unsafe field or lab practices
- Unauthorized use or misuse of facilities, equipment, and services
- ❖ Theft, property damage or vandalism
- ❖ Violation of local, state or federal laws

### Sanctions for Unacceptable Behavior

Commensurate with severity and persistence of unacceptable behavior, response may include:

- Verbal or written warning
- Remedial education/training requirement
- Engagement of OSU and participant's Equal Opportunity and Access offices
- Suspension of access to all HJA Facilities, including housing
- Permanent ban from HJA Facilities
- Involvement of law enforcement

### Reporting Misconduct *(bullet symbols align with list of Unacceptable Behavior)*

- \* Report to [OSU Equal Opportunity and Access](#) and may additionally be reported to any or all of the following:

- A supervisor or instructor
- HJA Forest Director
- HJA Site Manager
- Any HJA Staff member
- LTER Executive Committee
- Safety & Community Committee

- Report to EOA, HJA Staff or supervisor/instructor (see contacts above)

- Report to HJA Staff or Supervisor (see contacts above)

- ❖ Report to HJA Staff or directly to law enforcement:

- 911 for all emergencies
- 541-682-4150 for Lane County Sherriff