



## **IMRS Code of Conduct**

The Indio Mountains Research Station (IMRS) Field Program of Conduct seeks to explicitly address conduct in the remote field environment, including on vehicles of any size, and at the field station. It does not replace but complements the institutional Code of Conduct of UTEP, or other universities that participate in the IMRS. The IMRS administration seeks to provide a productive, safe, and respectful environment for all participants regardless of gender, sexual orientation, gender identity, race, ethnicity, religion, disability, physical appearance, or career level. All participants including staff, faculty, researchers, students, contractors, technicians, visiting classes, interns, guests, volunteers, and others are expected to abide by this Field Code of Conduct. All individuals conducting approved research at IMRS should sign Enclosure 4. and return to the IMRS Director every calendar year after reviewing the handbook, including Enclosure 1 through 4.

### **Expected Behavior**

- Participants will contribute effectively by exercising the highest level of professional and ethical behavior.
- All participants are treated with respect and consideration.
- Participants are considerate and respectful of participants, local community members, and workers.
- Be aware of your surroundings and of your fellow participants. Look out for one another!
- Carry out work as safely as possible. Any participant may voice their concern upon noticing or anticipating an unsafe situation. Concerns will be taken seriously and, if necessary, appropriate adjustments will be made. If any participant feels uncomfortable, they may opt out of any activity without rebuke.

### **Unacceptable Behavior**

- Harassment, intimidation, or discrimination in any form, will not be tolerated.
- Examples of unacceptable behavior include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations or threatening or stalking any participant.
- Disorderly conduct, including, but not limited to, behavior that interferes with IMRS operations or actions that endanger oneself or others.
- Failure to comply with requests of IMRS staff or any other personnel.

### **Reporting and Consequences of Unacceptable Behavior**



- It is the responsibility of project leaders/PIs to respond first if the behavior of a member of their group is inappropriate or is creating problems. It is their responsibility to remove any group member whose behavior creates a serious problem for the community. Persons must be asked to leave immediately if they engage in physical or verbal abuse or assault, intimidation, coercion, threats, sexual harassment, or behavior that endangers the health and safety of oneself or others.
- Please see the Sexual Misconduct Policy for the reporting requirements and process regarding Title IX/sexual misconduct concerns. All UTEP employees are mandatory reporters.

### **Pre-cautions working in past the field station in remote field conditions and near border**

- Pre-cautions to take when conducting fieldwork.
  - o Buddy-system (please do not do fieldwork alone at IMRS).
  - o Log location and field work schedule at field station.
- Carry Border Patrol Station contact when leaving ranch house.
  - o Always carry walkie-talkie or satellite phone for contact with field station or emergency contact.
- What to do in the event of contact with migrants or non-IMRS associated persons.
  - o Do not provide rides to any non-UTEP or IMRS associated person.
    - Keep vehicles locked and keys on person.
  - o Call the Border Patrol Station for help if an emergency arises (e.g. hospitalization, conflict, etc.).
  - o Report incident to IMRS Director.
- Border Patrol Sierra Blanca Station contact and reporting requirements.
  - o Sierra Blanca Station: (915) 369-4000; Sierra Blanca, Texas 79851

### **Contacts for Questions, Concerns, and Reporting**

Dr. Vicente Mata-Silva, IMRS Director, The University of Texas at El Paso (UTEP).

Nearest Medical Contact: Culberson Hospital, 2185 Eisenhower-Farm Market Road, Van Horn, Texas 79855, 432-283-2760, culbersonhospital.org.

Institutional Deputy Title IX Coordinators for UTEP Graduate Students: Beatriz Tapia, 915-747-5839, [betapia@utep.edu](mailto:betapia@utep.edu); <https://www.utep.edu/titleix/>; <https://www.utep.edu/titleix/Title-IX-Coordinators.html>

Resources used to create this document:

<https://serc.carleton.edu/advancegeo/resources/index.html>

[https://toolik.alaska.edu/user\\_guide/policies.php](https://toolik.alaska.edu/user_guide/policies.php)

<https://aslo.org/page/events-code-of-conduct>

<http://www.erf.org/code-of-conduct>

<https://vimeo.com/261529397>

<https://policies.utexas.edu/policies/prohibition-sexual-discrimination-sexual-harassment-sexual-assault-sexual-misconduct#responsibilities-procedures>



<https://policies.utexas.edu/policies/nondiscrimination-policy>  
<http://exploreice.org/field-team-leadership>