



Bio Station Code of Conduct

The Flathead Lake Biological Station (FLBS) of the University of Montana (UM) is committed to providing a safe and welcoming learning and working environment for everyone. FLBS students, faculty, and staff bring a breadth of backgrounds and experiences to the Bio Station, and FLBS welcomes and supports all members of our community, regardless of race, indigeneity, immigration status, gender, gender identity, sexuality, age, class, national origin, physical and mental ability, veteran status, or religious affiliation.

Bio Station activities, including, but not limited to, routine work, 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, faculty, instructors, staff, students, visiting researchers, volunteers, and meeting attendees, are expected to follow the Bio Station Code of Conduct as well as all UM policies including the UM Student Code of Conduct and the UM Discrimination, Harassment, and Retaliation Policy. Anyone with knowledge of violation of these policies should report the violation immediately to insure the safety of all participants.

To report discrimination, sexual harassment, sexual assault, or any other concerns at FLBS, contact FLBS Director Jim Elser (406-872-4510; jim.elser@umontana.edu), FLBS Associate Director Tom Bansak (406-872-4503; tom.bansak@umontana.edu), or FLBS Budget Analyst/HR Teri Bales (406-872-4502; teri.bales@umontana.edu).

To report to UM, leave a private message or make an appointment with the Title IX Coordinator (406-243-5710 or eoaa@umontana.edu). For concerns other than discrimination, sexual harassment, or sexual assault: contact Associate Vice President for Conflict, Resolution and Policy Alicia Arant (406-243-5710; Alicia.arant@umontana.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 and comply with all local, state, & federal laws, plus Bio Station and UM rules and policies.
- Professionalism at all times and indeed kindness are to be in evidence.
- 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. To review definitions and examples of prohibited conduct see the University Non-Discrimination Statement <https://www.umt.edu/compliance/notices/nondiscrimination.php>
- Physical or verbal abuse of any participant will not be tolerated.
- Behavior that is hazardous to anyone's safety will not be tolerated.

Your signature is required to participate and indicates that you confirm that you have reviewed UM's definitions of prohibited conduct and will comply with this Bio Station Code of Conduct as well as all University Policies (see following pages for link).

Name: _____

Signature: _____ Date: _____

Responding to sexual harassment, sexual assault, or other harassment

Bio Station Resources

Dial 911 in an emergency. Contact the police to obtain immediate assistance and report any crimes.

Lake County Sheriff has legal jurisdiction at FLBS. For emergencies, 911. For non-emergencies, 406-883-7301.

Bio Station Point of Contact: Reggie Heiser (Maintenance Supervisor / Safety Officer), 406-407-3164

Other local resources:

Confederated Salish and Kootenai Tribal police 406-675-4700

Glacier National Park Emergency 406-888-7800

University of Montana Resources

Office of Equal Opportunity and Title IX. To report discrimination, sexual harassment, sexual assault:

- Leave a private message or make an appointment for the Title IX Coordinator at 406-243-5710.
- Make a report on-line by completing the Title IX/Equal Opportunity Incident Report form at <https://www.umt.edu/equal-opportunity-title-ix/>
- Send a private email to the Title IX Coordinator at eoaa@umontana.edu.

University of Montana Police Department: Non-Emergency: 406-243-6131; 406-243-4000

Confidential resources:

- Student Advocacy Resource Center (SARC): 406-243-6559
- First Step Medical Care & Evidence Collection at St. Patrick's Hospital (Missoula) 406-329-5776

Concerns other than discrimination, sexual harassment, or sexual assault:

- Associate Vice President for Conflict, Resolution and Policy Alicia Arant: 406-243-5710; Alicia.arant@umontana.edu
- Vice President for Research and Creative Scholarship Scott Whittenburg: 406-243-6670; vpr@umontana.edu .

NOTE: All University of Montana employees, including student employees, are mandatory reporters of sex-based discrimination, sexual harassment, and sexual misconduct involving students. They are required to privately report what is told to them to the Title IX Coordinator. The Title IX Coordinator will contact the person who experienced sex-based misconduct with information about resources and options.

What do I do if I've been sexually harassed or assaulted?

- Get to a safe place immediately. To notify the police call Lake County Sheriff at 406-883-7301 or 911 if an emergency.
- If injured, get medical attention as soon as possible. For confidential assistance, call First Step Medical Care & Evidence Collection: 406-329-5776
- If possible do not shower, eat, drink, go to the bathroom, brush your teeth, or change your clothes before going to the hospital. If you want to change your clothes, put them in a paper (not plastic) bag and bring them to the hospital. Seeking medical attention right away will reduce your risk of pregnancy and STI's.
- Seek information. Go to <https://www.umt.edu/equal-opportunity-title-ix/> for information, resources, and options.
- Seek counseling or other sources of support. Sexual assault is a traumatic experience. Seek support from an advisor, friend, or family member, and/or contact UM counseling services: 406-243-4712
- Contact UM's Office of Equal Opportunity and Title IX: 406-243-5710, to make a report with UM or to discuss resources and options.

More information is available at <https://www.umt.edu/equal-opportunity-title-ix/>