



Sexual and Gender-based Misconduct Policy

Field Projects International upholds a zero tolerance policy for sexual and gender-based misconduct and does not discriminate on the basis of sex in its educational programs. When an allegation of misconduct is brought to an appropriate administrator's attention, and a respondent is found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are never repeated. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. It applies on and off the field site if the conduct negatively affects a victim's field course experience or the overall research environment. This policy is intended to define community expectations and to establish a mechanism for determining when those expectations have been violated.

FPI seeks to provide a consistent, caring, and timely response when sexual and gender-based misconduct occurs during a field course or in the course of conducting field research. Sexual misconduct includes sexual harassment, sexual assault (non-consensual sexual contact and non-consensual sexual intercourse), and sexual exploitation. Gender-based misconduct includes violent actions, discrimination, hazing, bullying, domestic violence, dating violence, and stalking when such behaviors are perpetrated because of one's gender.

Examples of sexual or gender-based harassment:

- Persistent questioning about intimate or personal information
- Unwanted touching or physicality of a sexual nature
- Offensive jokes of a sexual nature
- Unwelcome comments on sexual orientation or gender identity
- Emails containing unsolicited and/or inappropriate sexual innuendo, imagery or language
- Sex- or gender-based violence

FPI students, research assistants, investigators, collaborators, employees, guests of the field station, and field station staff have the right to be free from sexual and gender-based misconduct and Field Projects International prohibits such behavior. Sexual and gender-based misconduct can occur between people of different sex or gender or of the same sex or gender. All members of the community, at any of our field sites, are expected to conduct themselves in a manner that does not infringe upon these rights of others.

Individuals are encouraged to report all instances of sexual and gender-based misconduct, and instructors are to tactfully intervene when harassment or misconduct is witnessed or suspected. If the instructor is unsure of how to handle a potential issue, they are to seek counsel from FPI administrative staff. Complainants who have engaged in alcohol or other drug use at the time of suffering the misconduct will not be subject to disciplinary action for such use. Every effort shall be made to ensure that students are informed of rights and resources, including options for reporting through field program staff, the FPI administration, and/or the appropriate local authority.

What this means for our field courses:

Such rules for sexual/gender misconduct apply at all of our field sites, and during all class travel. If you experience or observe sexual or gender-based misconduct by any human (student, staff, or unfamiliar individual), please report it to FPI staff, FPI administrators, field station management, or local authorities as warranted.

Living and traveling together as students and staff, along with immersion in a new cultural context, does not make sexual and gender-based misconduct acceptable. This will be discussed at the beginning of each course, as we are committed to providing a safe, respectful, and responsive environment during all of our field programs.

All personnel acting on behalf of or in conjunction with Field Projects International - including FPI staff and contracted instructors – as well as students, research assistants, and other program participants, will be required to sign a contract stipulating that they understand and agree to the above terms.