PATAGONIAN ICEFIELDS RESEARCH PROGRAM
PARTICIPANT CODE OF CONDUCT

DEFINITIONS

PIRP: Patagonian Icefields Research Program
Permanent Staff: Camilo Rada, Natalia Martinez, Rodrigo Soteres and Gino Cassasa.
Staff: All faculty and logistics members
Participants: Everyone participating in PIRP (staff and students)
Students: Anyone who was accepted into a PIRP program as a student

BEHAVIOR

PIRP expects all team members—participants, staff, and faculty—to:
-Treat all people with respect.
-Foster a safe, productive, inclusive and positive environment for learning and research.
-Abide by all applicable laws.

Participants are expected to participate in program activities to the best of their ability to contribute meaningfully to the research. Participants are required to follow the staff's instructions.
Disruptive behaviour or verbal, physical, or any other type of abuse, intimidation, harassment, assault or other illegal activity will not be tolerated on PIRP.
Before the field, if a participant's oral or written conduct toward PIRP or staff has raised concerns about the potential disruption of team operations or safety in the field, PIRP reserves the right to cancel that participant's expedition place and retain 100% of what the participant has paid at the time of refusal.

DISCRIMINATION

PIRP promotes respect and inclusion for all people.
PIRP does not discriminate based on race, religion, ethnicity, national origin, ancestry, gender, gender identity, sexual orientation or any other reason prohibited by applicable law and respects participants' right to privacy.
Discrimination will not be tolerated on PIRP or in interactions with local community members.

DRUG POLICY

All recreational drugs are illegal in Chile. The manufacture, possession, use, purchase, and/or sale of illegal or recreational drugs is strictly prohibited for any person while working or participating on a PIRP program. Prescription drugs may only be purchased and used by the individual indicated on the prescription.

ALCOHOL POLICY

Consumption and possession of alcohol are strictly **prohibited at any time** during PIRP fieldwork. While in the city, possession of alcohol is allowed, but consumption is permitted only at the end of the day after all program activities have finished. Any consumption has to be responsible and never compromise the ability of participants to move safely around the city and behave respectfully. Additional restrictions on the use, possession, or purchase of alcohol may be set by the PIRP staff at any time.
Excessive alcohol consumption by participants or staff is not acceptable in the PIRP program. PIRP staff and the PIRP faculty have the discretion to remove individuals from the program who consume alcohol at a time and in a manner that endangers the program's safety and/or productivity.

SMOKING POLICY
Smoking is strictly **prohibited at any time** during PIRP fieldwork. In the city, it is only permitted in designated areas, which vary from site to site. Cigarette remnants must be disposed of properly.

SEXUAL HARASSMENT
Sexual Harassment will not be tolerated on PIRP or in interactions with members of the community.
Sexual harassment refers to verbal, written or physical conduct of a sexual nature that creates an intimidating, hostile or offensive environment, including but not limited to unwelcome sexual advances; pressure for sexual activity or requests for sexual favours; inappropriate or unwelcome physical contact or exposure; explicit or suggestive speech or gestures, including inappropriate jokes, teasing or insinuations; gender-specific, demeaning or derisive remarks or slurs; explicit or suggestive images that are displayed, e-mailed or texted.
Remember that different people have different ideas of what is appropriate or not. What may be joking to one person may be unwelcome and offensive to another—including other participants, the local population, or other program staff. It is important to be sensitive to the reactions and non-verbal cues from others. Any participant who is found to have engaged in conduct constituting sexual harassment may be immediately removed from the program at their own expense.
Anyone who believes they have been affected by or witnessed sexual harassment should report it to the PIRP staff.

EXCLUSIVE RELATIONSHIPS
PIRP welcomes respectful couples joining as students, staff, or both. However, during the program, staff (including faculty and logistics teams) are prohibited from becoming romantically involved with PIRP students for the entire duration of the program.
Because staff hold positions of authority, the relationship between students and staff is analogous to a student-teacher relationship. Intimate, romantic, or exclusive relationships can create an uncomfortable work environment and negatively affect team dynamics.

RECREATIONAL TIME
If there is a period of time during a regular day in the field when no academic or research activities are scheduled, participants may leave the campsite. It is mandatory for anyone leaving the campsite to carry a VHF radio and inform a staff member about the destination and expected return time. Restrictions to leave the campsite may be set by the PIRP staff at any time depending on weather conditions or to avoid distractions from critical activities.

INTELLECTUAL PROPERTY RIGHTS
Sharing photos, videos, and stories of your expedition with family, friends, local media, and in a public forum is permissible. Sharing your new perspectives and experiences is welcomed and encouraged.
However, please recognize that all information, data, and images shared or gathered in the course of your expedition’s fieldwork become the intellectual property of the PIRP participants. Co-opting or plagiarism of data, images, or information gathered during an expedition for use in a scientific thesis, master’s, or PhD work, or for profit or for the use of a third party without the permission of the PIRP participants involved in the data acquisition is strictly prohibited. PIRP faculties have the right to place additional restrictions on your ability to share data or certain research-related images. Conversely, an PIRP faculties may give written permission to use data and images for academic or profitable activity. PIRP faculties have the right but not the obligation to review and edit materials

involving information gathered on a PIRP expedition. Please be sure to ask the PIRP faculty what is acceptable to them.

IN THE EVENT OF AN EMERGENCY

The PIRP program has safety protocols and emergency procedures in place for their safety and the safety of students. All participants must adhere to the instructions of the PIRP permanent staff or any staff if permanent staff is unavailable. In the event of an emergency, first aid may be administered, and other immediate steps taken by expedition participants or staff members who are not licensed medical providers. While PIRP makes an effort to ensure that qualified people make the most informed decisions possible, judgments must be made in the event of an emergency situation in the field.

PIRP encourages team members to be vigilant regarding their safety and that of others. Participants may perform “Good Samaritan” actions or actions taken to assist fellow participants during emergency situations in the field. However, PIRP does not encourage or expect you to jeopardize your safety or that of others in attempting to rescue or assist your fellow participants.

RIGHT OF REFUSAL

Neither PIRP nor program staff may refuse a participant for discriminatory reasons (race, religion, age, sexual orientation, gender identity or expression, etc.). However, PIRP permanent staff reserve the right to refuse an applicant’s participation in a PIRP program at any time due to safety concerns, logistical limitations or in the interest of team compatibility.

PARTICIPANT DISMISSAL FOR POLICY VIOLATION

The decision to terminate any work being done by a participant and require the participant to remain at the campsite or leave the fieldsite is at the discretion of the PIRP permanent staff.

A participant is subject to removal from the program at their own expense if:

1.The participant’s behaviour compromises the safety, research objectives or general performance of the group;

2.The participant has misrepresented their qualifications, for example, an undeclared or understated medical condition (whether physical or mental), which could compromise their safety or the safety of anyone else; or

3.The participant has violated a stated policy or law.

If a participant is removed from a PIRP program, they will be responsible for making and paying for any necessary accommodation, travel, or other arrangements associated with their departure. The participant will not be eligible for a refund of the contribution for the expedition nor any expenses incurred by participation in the expedition.