

# Field Conference of Pennsylvania Geologists

## Code of Conduct

Reviewed and revised by FCOPG staff on 6/1/2026.

The Field Conference of Pennsylvania Geologists (FCOPG) is both an organization and event; as such, this Code of Conduct is divided into two sections to reflect these roles. As an organization, the FCOPG is dedicated to protecting the safety and dignity of all persons involved with the field conference event. The FCOPG will not tolerate inappropriate behavior or harassment of any variety. Every officer, stop leader, volunteer, exhibitor, service provider, conference attendee, and guest is required to abide by this conduct policy. Noncompliance may result in your participation privileges being revoked: the degree of privilege revocation may vary depending on the severity of the offense.

*The language used in this Code of Conduct has been modified from the existing Geological Society of America (GSA) Event Code of Conduct, the Association of State Boards of Geology (ASBOG) Code of Conduct/Harassment Policy and Performance Guidelines.*

### Event Safety Requirements

DO	DO NOT
<ul style="list-style-type: none"><li>• <b>Adhere to any Personal Protective Equipment (PPE) requirements</b> as communicated by conference organizers, stop leaders, site owners, or anyone functioning in a facilitation or leadership role;</li><li>• <b>Stay sober and aware</b>, except for designated times when conference organizers have arranged for alcohol to be available;</li><li>• <b>Respect the dietary requirements and preferences</b> of others;</li><li>• <b>Follow directions</b> given by conference organizers, stop leaders, site owners, or anyone functioning in a facilitation or leadership role;</li><li>• <b>Stay with your group in the field</b>, whether that be during a pre-conference field trip or at individual conference stops;</li><li>• <b>Communicate your physical needs or limitations</b> so that conference organizers or stop leaders can either accommodate you or properly direct you in the field;</li><li>• <b>Respect the rights of individuals to wear facemasks or use other medical aids;</b></li><li>• <b>Be safe, use good judgement, learn, teach, and have fun!</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Ignore directions for PPE</b> provided by conference organizers, stop leaders, site owners, or anyone functioning in a facilitation or leadership role;</li><li>• <b>Bring alcohol or other intoxicants</b>, whether legal or illegal;</li><li>• <b>Take prepared meals intended for people with dietary requirements or preferences</b>—if you have dietary requirements/preferences, you <u>must</u> note it on your conference registration or conference organizers/caterers will not accommodate you before registrants who have noted dietary requirements/preferences on their registrations;</li><li>• <b>Ignore directions</b> given by conference organizers, stop leaders, site owners, or anyone functioning in a facilitation or leadership role;</li><li>• <b>Wander off or “explore”</b> on your own;</li><li>• <b>Attempt to overcome your physical limitations in the field;</b></li><li>• <b>Degrade, harass, or attempt to “educate” any individual who chooses to wear a face mask or use any other medical aid;</b></li><li>• <b>Participate in any behavior that could reasonably be expected to result in harm to others or yourself.</b></li></ul>

## Organizational Conduct Requirements

DO	DO NOT
<ul style="list-style-type: none"> <li>• <b>Show respect and consideration</b></li> <li>• <b>Actively listen to others.</b> Make room for a diversity of voices in group discussions, on panels, and other circumstances. Honor the choice of those who choose not to speak;</li> <li>• <b>Refrain from demeaning, discriminatory, or harassing behavior.</b> Harassment and inappropriate behavior may include (but is not limited to) sexist, racist, homophobic, transphobic, discriminatory, and unwelcome jokes or language, insinuation, and/or any form of physical intimidation.</li> <li>• <b>Be collegial and collaborative.</b> Be mindful of the potential impact your mannerisms, delivery, position, experience, and/or privilege may have on others;</li> <li>• <b>Show that you value differing perspectives.</b> Communicate and debate openly and civilly – critique ideas, not people;</li> <li>• <b>Be inclusive and intentional about welcoming a diversity of individuals and their identities</b> when networking, organizing tasks, or inviting others to share ideas;</li> <li>• <b>Act professionally and responsibly</b> if you choose to consume alcohol, or you use other legal intoxicants;</li> <li>• <b>Report concerns immediately</b> so that FCOPG officers can act quickly to address and resolve issues;</li> <li>• <b>Respect confidentiality</b> of the identities of any individuals involved in a conduct concern while it is being reviewed and addressed;</li> <li>• <b>Comply with requests to stop behavior.</b> If any officers, trip leader, or other person in a facilitation or leadership role asks you to stop a behavior deemed unacceptable; immediately and respectfully comply;</li> <li>• <b>Obey the rules and policies</b> of the meeting venue, hotels, FCOPG-contracted facility, or any other venue where your meeting badge and FCOPG affiliation is likely to be displayed.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Intentionally talk over others, interrupt others, or carry a debate beyond its natural conclusion</b></li> <li>• <b>Engage in conduct or make comments that are biased, demeaning, intimidating, coercive, or harassing/hostile,</b> whether seriously or in jest (examples include derogatory, exclusionary behaviors or comments toward others based on gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin or any identity-based factors);</li> <li>• <b>Engage in personal attacks or bullying;</b></li> <li>• <b>Comment on personal appearance,</b> seriously or in jest, unless you know such comments are welcome;</li> <li>• <b>Touch or make physical contact with anyone</b> unless you know such contact is welcome;</li> <li>• <b>Disrupt or engage in violence or abuse, threats of violence, harm, or threats of harm of any kind.</b> Do not create/contribute to a safety threat or unsafe or exclusionary situation. Unless otherwise required by law, firearms, knives and other weapons are not allowed;</li> <li>• <b>Drink or use other legal intoxicants</b> to the extent that your ability to act professionally is compromised;</li> <li>• <b>Invade the personal privacy of individuals.</b> Do not view, take pictures of/record, or distribute pictures/recordings of individuals at times or in places where they reasonably can expect privacy (e.g., bathrooms, breastfeeding rooms, etc.);</li> <li>• <b>Retaliate against or disadvantage anyone</b> for reporting a concern or cooperating in an investigation. Do not make bad faith accusations.</li> </ul>