



MITOC Code of Conduct

Last revised 6/28/2019

All members of the club are expected to:

1. MITOC Policies

Respect and uphold the MITOC mission statement, constitution and bylaws, and policies (including website policies, trip and event policies, and rental policies). As an MIT student organization, MITOC abides by all MIT policies and procedures.

2. Safety

Put group safety and the safety of any individual within the group first. Follow the best, up to date safety practices and conservative risk management. Recognize that group and individual safety includes physical safety from objective and subjective hazards associated with MITOC activities, as well as psychological and emotional safety from fear, intimidation, and exclusion¹.

3. Inclusive community / non-discrimination

Create an inclusive and equitable MITOC community that welcomes and attracts people from all backgrounds². Enact MITOC's belief that all people, regardless of race, religion, gender, sexuality, or creed³, are entitled to enjoy the wilderness without threat of discrimination, diminution of their values and customs, or disrespect⁴.

4. Environment

Treat the places and natural environments that MITOC visits with respect, and follow the principles of low impact land use and Leave No Trace⁵.

¹ Definition of psychological safety refers to the Sanctuary Model developed by Dr. Sandra L Bloom <http://sanctuaryweb.com/TheSanctuaryModel/THESANCTUARYMODELFOURPILLARS/Pillar3SharedLanguage/S=SanctuaryasaSafetyCulture/PsychologicalSafety.aspx>

² Language adapted from MIT EAPS <https://eapsweb.mit.edu/about/code-conduct>

³ The full list of protected classes in the state of Massachusetts: race, color, national origin, religion, sex, disability, age, citizenship status, marital status, sexual orientation, military service, arrest record, and gender identity.

⁴ Language adapted from AMGA: <https://amga.com/code-of-ethics-conduct/>

⁵ Leave no trace:

https://lnt.org/learn/seven-principles-overview?gclid=EAIAIqObChMIrbyorquT4QIVz5CfCh2sdAnEEAAYASABEGJrRvD_BwE



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5. MITOC Cabins, equipment and resources

Respect MITOC and MIT buildings, office space, and rental equipment. Use all equipment and other resources safely, appropriately, and knowledgeably. Abide by MITOC gear and cabin rental policies and respect MITOC's elected volunteer gear, cabin, and desk managers. Work with cabin managers when visiting MITOC cabins, and treat our cabins, the land they are on, and their access with great care.

6. Harassment

Practice and promote zero tolerance for harassment, intimidation, and discrimination, as defined by the MIT Mind and Hand Book⁶. Examples of unacceptable behavior include, but are not limited to: (1) negative, offensive, or inappropriate verbal or written comments related to race, gender, gender expression, sexual orientation, religion, or other belief or characteristic; (2) inappropriate use of images of another person; (3) threatening, harassing, or stalking any member of the MITOC community, the MIT community, or the local communities that MITOC interacts with⁷; (4) any action that falls under the MIT Mind and Hand Book definition of harassment.⁸

7. Conduct, conflict resolution and privacy

Interact with all club members responsibly and in ways that promote the wellbeing of the whole community. Resolve any personal conflict involving MITOC or MITOC members in a respectful and constructive way. This includes respecting the privacy of those involved and following the club's procedures for conflict resolution, as outlined in the MITOC Conduct Management Procedure [6/28/19 draft is available [here](#)].

8. Federal, state, and local community laws

Refrain from any behavior or action that violates federal, state, or local law in any location MITOC visits. Respect local communities and their norms, and represent MITOC well as a guest in these communities.

⁶ Definition of harassment: unwelcome conduct of a verbal, nonverbal or physical nature that is sufficiently severe or pervasive to create a work or academic environment that a reasonable person would consider intimidating, hostile or abusive and that adversely affects an individual's educational, work, or living environment (<https://handbook.mit.edu/harassment>)

⁷ List adapted from MIT EAPS: <https://eapsweb.mit.edu/about/code-conduct>

⁸ Resources exist on and off campus for people experiencing harassment. They include: [Violence Prevention and Response](#) (VPR) at MIT (24 hour hotline: (617) 253-2300) the [Title IX office](#) and the [Boston Area Rape Crisis Center](#) (24 hour hotline: 800-841-8371)



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Based on the following resources:

MIT EAPS code of conduct: <https://eapsweb.mit.edu/about/code-conduct>

MIT Policies: <https://policies.mit.edu/policy-topics/personal-conduct>

Outward Bound Costa Rica code of conduct:

http://outwardboundcostarica.org/wp-content/uploads/2015/10/codeofconduct_2016.pdf

AMGA code of ethics and conduct: <https://amga.com/code-of-ethics-conduct/>

MIT Mind and Hand Book: <https://handbook.mit.edu/>