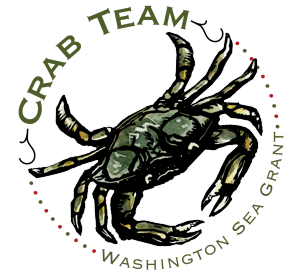


# Crabbers Code



1. **Show up:** I commit to attending at least 9 of the season's 12 sampling days with my assigned team. I understand that my commitment to do so contributes to the long-term success of the program and cultivates a positive experience for my teammates.
2. **Engage:** I am an engaged member of Crab Team. I maintain an active understanding of sampling protocols; communicate my availability, interests, and needs in a timely fashion; am accountable to the commitments I make; and take ownership of my team's responsibilities and contributions to the Crab Team network.
3. **Play a role:** I use my experience, skills, and perspective to improve Crab Team. I provide feedback, engage in discussion, and report concerns. I contribute to the positive reputation and value of Crab Team by ensuring my team's equipment is maintained and that our data is accurate, complete, and submitted in a timely manner.
4. **Collaborate:** I cultivate an inclusive and collaborative team by making space for and inviting my teammates' full participation, valuing their contributions, and recognizing the value in our diversity. As my team divides roles, I listen for preferences and strengths of others, share my own, and make an effort to rotate key responsibilities throughout the season.
5. **Respect:** I safeguard positive experiences for fellow Crabbers by striving to avoid harm to others, whether through discrimination, sexual harassment, physical force, verbal or mental abuse, neglect, or other harmful actions, even if they may be unintentional. I will share any observations of physical or emotional harm with my site captain and/or Crab Team staff.
6. **Be Safe:** I am vigilant to safety concerns at my site. I follow Crab Team safety guidelines and alert WSG staff and fellow monitors to potential safety hazards. I acknowledge that duties associated with Crab Team are physically demanding. I ask for help when needed, and I, likewise, offer assistance to others when I am able to do so.
7. **Steward:** I strive to be a good steward of my sampling site and respect the environmental and cultural resources there. I seek to minimize my impact and handling of animals in my care, including respecting captured European green crabs and releasing all other creatures alive and unharmed.
8. **Represent:** I serve as a de-facto representative of Crab Team when at my site and, as such, strive to be a positive role model by conducting myself in a respectful manner, patiently and positively addressing questions from the public, and heeding best practices shared by my site captain and Crab Team staff. I make efforts to minimize our work's impact on the site, its owners, and other user groups.

*This is a living document to be revisited by all Crab Team members regularly. Crab Team staff ([crabteam@uw.edu](mailto:crabteam@uw.edu)) welcomes observations or concerns around respect, safety, stewardship and all other aspects of this code and Crab Team participation.*