



Safer Spaces Policy

Last updated December 2023

A **safer space** is a supportive, non-threatening environment that encourages open-mindedness, respect, a willingness to learn from others, as well as physical and mental safety. It is a space that is critical of the power structures that affect our everyday lives. Everyone who enters a safer space has a responsibility to uphold the values of the space:

1. Racism, as well as ageism, homophobia, sexism, transphobia, ableism, or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, asylum status, or religious affiliation is unacceptable and will be challenged.
2. Respect each other's physical and emotional boundaries. Always get explicit verbal consent before touching someone or crossing boundaries.
3. Be aware of the space you take up and the positions and privileges you bring, including racial, class, and gender privilege.
4. Avoid assuming the opinions and identifications of other participants.
5. Recognise that we try not to judge, put each other down, or compete.
6. Be aware of the language you use in discussion and how you relate to others. We value freedom of expression, but not at the cost of alienating or harming other members and participants.
7. SCC tries to ensure that meetings, events, and spaces are as accessible as possible to the widest range of people. When in a hui, give each person the time and space to speak. In large groups, or for groups using facilitation, raise your hand to speak.
8. Foster a spirit of mutual respect. Listen to the wisdom everyone brings to the group.
9. Respect the person; challenge the behaviour.
10. If someone violates these agreements, there are reporting routes in place to be followed: please refer to the 'Reporting Routes for Breaches of Safer Spaces Policy' on [our 'About' webpage](#). If a serious violation happens where people are made to feel threatened or unsafe, a person will be asked to leave a hui immediately with no process and no exceptions.
11. While ground rules are collective responsibility, everyone is also personally responsible for their own behaviour.
12. SCC is an alcohol and drugs free space, with the exception of SCC social events. We will make this explicit in the relevant event pages.