



## Safer Spaces Policy

Safer spaces are evolving and not static. We have high expectations on how we behave towards each other in our meetings, actions and social spaces. Making a space safer means different things depending on the group of people involved as each group has different needs.

As an organisation we build social relationships inside and outside of meetings and actions. We commit to this Safer Spaces policy wherever we are together, this includes ensuring that ALL spaces are inclusive and harmless.

If someone violates these agreements a discussion or mediation process can happen, depending on the wishes of the person who was affected. If a serious violation happens to the extent that someone feels unsafe, they can be asked to leave the space and/or speak with one member of the Awareness Group. If necessary, the Sexual Harassment Protocol will be activated.

### **1. Respect:**

Racism, as well as ageism, GSRM-phobia, sexism, ableism or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, asylum status or religious affiliation is unacceptable and will be challenged. FYEG has a zero-tolerance policy with any kind of discrimination, even though we acknowledge that there can be different levels in a breach of a safe space.

### **2. Be aware of your privileges:**

Including racial, class and gender privilege and/or less obvious or invisible hierarchies. Think about how your words, opinions and feelings are influenced and who they might exclude or harm.

### **3. Consent:**

Respect each other's physical and emotional boundaries, always get explicit verbal consent before touching someone or crossing boundaries. Don't assume your physical & emotional boundaries are the same as other people's.

### **4. Friendly use of language:**

Be aware of the language you use in discussion and how you relate to others. Try to speak slowly and clearly and use uncomplicated language especially when non-natives speakers are involved in the conversation.

### **5. Don't anticipate yourself:**

Avoid assuming the opinions and identifications of other participants.

### **6. Learning:**

If you don't understand something, just ask. You may be directed to a book, website or skill share to learn more. It's ok to make mistakes. Please show appreciation for the hard work of others and be considerate when you offer criticism.

### **7. Everyone has their turn:**

Give each person the time and space to speak. In large groups, or for groups using facilitation: Raise your hand to speak.

### **8. Calling out:**

If you have acted or spoken harmfully, even if unintentionally, expect that someone will bring this up to you. If this happens, listen and reflect on what they are saying even if you think they may be wrong. Don't try to absolve yourself of responsibility.