

## Safe Space Policy

Bristol Hub aims to create a respectful, understanding and kind space whereby individuals are able to feel free to express themselves without fear of judgement, harassment, or discrimination. The safe space policy is designed to protect oppressed groups and enable their full participation in our activities and community.

We have high expectations of how we behave towards each other in our meetings, volunteering opportunities and social spaces. We will not wait for issues of harm to happen but will proactively challenge oppression & hierarchy in everything we do. Racism, homophobia, biphobia, sexism, transphobia, ableism or prejudice based on age, ethnicity, nationality, class, gender, gender presentation, language ability, immigration status or religious affiliation is unacceptable and will be challenged.

### Safe space guidelines:

1. Be aware of language and its possible connotations. Many common expressions use discriminatory language and should be avoided (i.e. that's insane). Avoid complex language and try to speak without colloquialisms/slang.
2. Be aware of your privileges (including less obvious or invisible hierarchies). Think about how your words, opinions and feelings are influenced and who they might exclude or harm.
3. Do not make assumptions about anyone's gender, pronouns, sexual preference, abilities, ethnic identity, survivor status, or life experiences. Do not be derogatory to anyone about these things. Each meeting and/or introduction should start with names and pronouns.
4. Respect each other's physical and emotional boundaries, always get explicit verbal consent before touching someone or crossing boundaries.
5. Harassment, bullying, and aggression will not be tolerated. If such behaviour is seen and/or reported you will be called out and potentially asked to leave a space. We will never intentionally invite guests who have actively portrayed or incited violence (both physical and verbal).
6. If discussions become personal we trust that others in the space will keep what is said inside the room and behave with kindness and consideration when responding.

Upholding this policy is a collective responsibility and people should be confident in challenging any behaviour which contravenes this policy. However, we also expect people to take responsibility for their own behaviour and adhere to these guidelines.

If you wish to report an incident of someone breaking this policy, please refer to our [guidance on bullying and harassment](#) or speak to a member of staff.

You can read more about our [Diversity and Inclusion policy here](#).

The Bristol Hub Team