



OPIRG BROCK Safer Space Policy



Nov 1, 2017.

A – Summary

The intention of this Safer Space Policy is to combat homophobia, sexism, transphobia, gender policing, racism, classism, ableism, and other forms of oppression that threaten the physical or psychological well-being of individuals attending the meetings or events of OPIRG-Brock, as well as people participating in OPIRG Brock Action Groups or as volunteers, staff, or board members. OPIRG Brock recognizes that it is unrealistic that our spaces will be a truly safe space for all individuals, but believe it is the right of all individuals participating to be free of these forms of oppression and that our best efforts must be put into combatting them.

B – Safer Space Framework

1. Safer Space Standards

All individuals attending OPIRG events must help to maintain a safer space by managing their own behaviour including but not limited to complying with the following guidelines:

- 1.1. No Homophobia – Show respect for individuals of all sexual orientations. E.g., don't use the word 'gay' as an insult or use gay slurs.
- 1.2. No Transphobia – Show respect for individuals of all gender identities and all gender expression. E.g., don't use words such as 'tranny' (unless using as a reclaimed word to describe yourself).
- 1.3. No Sexism – Show respect for individuals of all gender identities and all gender expression. E.g., Don't use words such as 'slut' or 'bitch' (unless using as a reclaimed word to describe yourself). Remember that people of all genders can perform all tasks. Remember that there is nothing wrong with a person of any sex being 'feminine' or 'masculine.'
- 1.4. No Racism - Show respect for individuals of all races. E.g., do not use racial slurs or stereotypes.
- 1.5. No Classism – Show respect for individuals of all classes. E.g., be mindful of your class privilege and do not assume resources that are accessible to you are accessible to everyone.
- 1.6. No Ableism – Show respect for individuals of all abilities. E.g., do not assume what abilities a person has or does not have. Remember that not all disabilities are visible.
- 1.7. Acknowledge Colonialism – Recognize that the land we currently organize on has been colonized (forcibly taken) from the Indigenous people of Turtle Island. Recognize that the violence of colonization is not

confined to solitary events, but is an ongoing process that continues to impact Indigenous peoples. For example, Indigenous people and culture face a continued push for erasure and assimilation and we challenge the Canadian nationalism that reinforces the celebration of colonization.

1.8. Practice Consent – Respect the boundaries and autonomy of others. E.g., Ask for consent before touching anyone. Accept 'no' for an answer. Do not pressure others to engage in behaviours that they are not comfortable with.

2. Policy Application

2.1. Individuals must comply with OPIRG Brock Safer Space Policy while attending all OPIRG events and meetings and while at any location owned or leased by OPIRG Brock. The Safer Space Policy will be read or otherwise displayed to individuals attending all public events, not including public meetings.

2.2. Compliance with the Safer Space Policy will be a mandatory requirement of OPIRG Brock Action Groups to meet Action Group Status.

C - Violations of Safer Space Policy

1. Reporting violations

1.1. It will be considered sufficient evidence that the behaviour occurred if a witness reports the potential violation directly to a board member, staff member, signing member of an action group (the individuals who are listed with contact info on application), or a volunteer of OPIRG-Brock.

1.2. In the case of sexual or physical violence only the type of violation must be reported (e.g., sexual harassment).

1.3. In the case of acts of prejudice or discrimination, enough details of the violation must be provided in order for the board to determine if it was sufficiently intentional, reckless, and/or severe.

1.4. All personal details and contact information of the person reporting the violation will remain confidential to the individual(s) the violation was reported to, the OPIRG Board, and the staff members (if applicable), unless otherwise expressed by the person reporting the violation.

2. Violations Immediately Resulting in Loss of Standing

An individual will be considered to no longer be in good standing with OPIRG Brock, and will be banned from all of OPIRG Brock's events, meetings, physical locations, action groups and general membership if they commit any of the following:

2.1. Sexual or physical violence including, but not limited to, sexual assault, physical assault, or sexual harassment

2.2. Intentional or reckless and severe acts of prejudice or discrimination (as determined by the board)

3. Procedure for violation(s) of Safer Space Policy

3.1. If an individual violates this policy (not including the violations above) an OPIRG Board member, staff member, or volunteer will discuss this violation with that individual at a time and location that OPIRG representative deems appropriate. If it is not apparent that the individual understands why their behaviour violates the policy this will be explained to them at that time.

3.2. Repeated violations will result in loss of standing with OPIRG-Brock at the discretion of OPIRG-Brock's Board of Directors.

4. Procedure in the Case of Loss of Standing

4.1 OPIRG Brock will request a meeting with the individual who has lost standing, which will be attended by two members of the OPIRG Brock Board of Directors. If the individual refuses to meet in person the board may communicate with the individual by email or mail instead.

4.2. Board members will indicate what led the individual to lose their standing (in a means that does not violate privacy of any survivor reports, can be limited to the type of violation e.g., racism/sexual harassment).

4.3. Board members will explain that the individual who has lost standing that they are no longer welcome at OPIRG events, public meetings, or physical locations (e.g., office space), and may no longer be a member of OPIRG-Brock or any of its action groups.

4.4. If an person has lost standing at OPIRG Brock, and attempts to join an active OPIRG Brock Action Group, this information, as well as the cause of lost standing, will be presented to the Action Group, and may impact their Action Group status.

4.5. Board members will provide individuals who have lost standing with educational resources related to the violation of the policy that the individual committed.

4.6. Any fees memberships paid by the individual for the current year will be refunded to the individual who has lost standing if they attend the requested meeting or provide a mailing address.