



Welcome to DoES Liverpool! You have entered a creative and collaborative space, where positive experiences are created, and everyone is expected to support all members of the community.

We support a culture where...

- 1 Everyone is welcome**
- 2 Everyone helps one another**
- 3 Everyone shares responsibility for safety**
- 4 Everyone's opinions and contributions are respected**
- 5 And everyone is receptive to feedback**

So...

Welcome and be welcomed

We are a friendly, diverse, and inclusive community. Our diversity makes us stronger, and we want you to feel at home.

Be respectful of others

Pay attention to what others are saying, and listen to other people's ideas and contributions. Allow everyone the chance to speak.

Be mindful of others

Consider other people's feelings before you act, speak or tweet. Be mindful that what's funny to one person might not be funny to another.

If you have any issues at all while you're at DoES Liverpool, speak to an organiser, email **grievances@doesliverpool.com**, or contact one of the Grievance Team members via **doesliverpool.com/people**.

Our full Safe Spaces Policy is at **doesliverpool.com/safe-spaces**.

Thank you for helping us create a safe, productive and enjoyable environment at DoES Liverpool. We look forward to getting to know you.