

Safer Spaces Policy

1. Policy Statement

1.1 The Safer Spaces Policy recognises the importance and obligation of every member of the Council and its Collectives to create spaces in which any individual may participate in a safe and comfortable environment, and endeavours to ensure that all participants in these spaces are aware of these obligations.

1.2 This policy delineates the obligations and expectations of members of the Council and Collectives, and provides a basis for redress where these have not been met.

1.3 This Policy explicitly outlines the conduct expected of members of the Council and Collectives, with reference to both the UNSW Student Code of Conduct and sections of the Arc Code of Conduct.

2. Scope

This policy applies to all members of the Student Representative Council, including ex-officio members and members of Collectives as determined by the Office Bearers.

This policy shall be acknowledged by all SRC Officers & Councillors upon their appointment to the SRC. It will also be made available in all relevant spaces (i.e. within all physical SRC Spaces and Social Media pages and groups) and an assumption will be made that any persons participating in those spaces has read, acknowledged, and is responsible to this Policy.

3. Content

3.1 Any individual or group engaging in conduct contrary to the standards set out for Arc Staff and Affiliates in sections 4.1, 5.10, and 5.14 of the Arc Code of Conduct, or section 3.3 of the UNSW Code of Conduct, or the SRC Safer Spaces Policy, may be removed from the space or Collective in accordance with Dispute Resolution Process within Section 6 of the SRC Charter.

3.2 Instances of the above misconduct may also be reported to UNSW Student Conduct and Integrity Unit.

3.3 A space should be inclusive of every individual where possible, noting if certain individuals are making the space unsafe, they are making it less inclusive for others.

3.4 If you feel that you cannot adhere to the Safer Spaces policy you should exclude yourself from the SRC and/or Collectives.

3.5 Any individual or group engaging in violence (including sexual violence and harassment) within the SRC and spaces used by the SRC will be immediately removed, and campus security and/or police may be notified.

3.6 Individuals attending spaces used by the SRC are asked to be aware of their language and behaviour, and to think about whether it might be offensive to others.

3.7 There is no space for violence; for harassment; for bullying; for sexual assault; for touching people without their consent; for offensive behaviour; for being intolerant of someone's religious and political beliefs and/or association or lack thereof; and for being sexist, racist, classist, queerphobic, ableist, whorephobic, or any other behaviours or language that perpetuates oppression.

3.8 Political beliefs that purport to defend, justify, or normalise sexist, racist, classist, queerphobic, ableist, or whorephobic behaviour will not be tolerated or accepted.

3.9 Individuals will consider whether the use of drugs, alcohol and other substances could affect their ability to accurately assess how their behaviour is affecting others.

3.10 Everybody's opinions, ideas and contributions are valuable within these Spaces. We recognise and embrace the differing levels and types of knowledge that each person in the SRC and Collectives and people participating in SRC events possess. We encourage the sharing of knowledge, but ask that people are proactive in their efforts to avoid creating knowledge hierarchies within the space.

3.11 None should feel silenced, nor should anyone feel compelled to engage in any way that is not comfortable to them.

3.12 Any breach of this policy, including the Safer Spaces Agreement below, is considered to be a serious grievance, to be resolved in conjunction with the SRC Grievance Policy.

4. Safer Spaces Agreement

All individuals within the SRC and/or participating in SRC events will keep the following list in mind, and adhere to these points:

4.1 At all times, adhere to the standards set out for Arc Staff and Affiliates in sections 4.1, 5.10, and 5.14 of the Arc Code of Conduct, and section 3.3 of the UNSW Code of Conduct;

4.2 Respect people's physical and emotional boundaries;

- 4.3** Always get explicit verbal consent before touching someone or crossing personal boundaries;
- 4.4** Respect peoples' opinions, beliefs, differing states of being, and differing points of view;
- 4.5** Be responsible for their own actions, with the awareness that their actions may have an effect on others;
- 4.6** Take personal responsibility for any offence caused by their actions, regardless of whether or not the harm was intended;
- 4.7** Take responsibility for their own safety where possible, and get help if they need it;
- 4.8** Be aware of other individuals in the space, and that their safety needs to be ensured;
- 4.9** Refrain from interrupting people while they are speaking and maintain an awareness of how much they contribute in any forum;
- 4.10** Aim to understand their own needs and appropriately communicate them to others where appropriate;
- 4.11** Acknowledge that everyone is responsible for maintaining shared spaces; and that everyone is responsible for their own mess.

If you notice an issue or violation of this policy, please contact us via the form below:



or email the Queer Officers at queer.officer@arc.unsw.edu.au