

# [DRAFT] Queer Space Usage Policy

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## Preamble

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In light of the recent WHS audit of the Queer Space, several changes are being enacted which affect the use of the UNSW Queer Space by members of the Queer Collective.

In addition to the WHS audit's recommendations, the advice of members of the collective has also been taken into account in drafting policies for the mitigation of COVID-19 and other health risks in the Space.

The first version of this policy will be open for consultation until 5pm on the 27th of January 2023, and will go into effect from the 1st of February 2023. To make recommendations or request changes, please fill out this form, or [contact the Queer Officers](#) via [email](#), [Facebook](#), [Discord](#), or [Mastodon](#).

**Responsible Officer** - Queer Officers

**Related Documents** - Arc Safer Spaces Policy, SRC Grievance Policy, SRC Charter

**To Be Reviewed** - Annually, or within 1 month of any Arc Authorised WHS inspection of the Queer Space.

## Definitions

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- "the Space", "the Queer Space", and "the Queer Collective space", as well as other similar terms, refer to the Queer Collective's Autonomous Space as defined in the SRC charter.

- "QO's", "Queer Officers" and other similar terms refer to the SRC Queer Officers, elected annually as described in the SRC charter.
- "Members" and similar terms refer to any individual registered as a member of the UNSW Queer Collective.
- "Users" and similar terms refer to anyone who uses or is present in the Queer Space at any point in time, whether or not they are a member of the UNSW Queer Collective.

# Policy

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## 1. Policy Statement

1.1 The Queer Space Usage Policy recognises the potential harms and risks present in the UNSW Queer Collective's Autonomous Space, and seeks to mitigate them in a manner which enables the space to be used by all members of the Collective without risk of harm or injury.

1.2 This policy delineates the responsibilities of the UNSW Queer Officers in managing the Queer Space, and outlines the methods for redress where these responsibilities are not being met to a reasonable standard.

1.3 This policy outlines the responsibilities and conduct expected of all Users of the Queer Space, with reference to the [UNSW Student Code of Conduct](#) and [Arc Safer Spaces Policy](#).

## 2. Scope

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

This policy shall be acknowledged by the Queer Officers upon their appointment to the SRC, and will be made transparently available to users of the Queer Space via both physical and electronic means.

Use of the Queer Space is an implicit declaration that an individual is fully compliant with this policy to the best of their ability.

Any individual or group engaging in conduct contrary to the standards set out by the UNSW Student Code of Conduct, SRC Safer Spaces Policy, or Queer Space Usage Policy, may be removed from the Space and/or the Collective in accordance with the Dispute Resolution Process within Section 6 of the SRC Charter.

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

### 3. Consult and Communication

**3.1** The UNSW Queer Officers are required to make a physical copy of the Policy available in the Queer Space. They are also required to make a digital copy of the Policy freely and transparently available to members of the Queer Collective.

**3.2** Members of the Queer Collective who believe that any section of the Policy has been violated may contact the SRC Queer Officers or SRC President, and are entitled to file a complaint in accordance with the Dispute Resolution Process within Section 6 of the SRC Charter.

**3.3** UNSW Queer Officers, as the executors of the Policy, are required to hold an open consultation with members of the Queer Collective, before making any changes to the Policy.

This consultation must occur over a period of no less than 2 weeks, and must be conducted in a manner which allows the largest reasonable proportion of the Collective to contribute.

Consultations may be conducted via exclusively digital means, at the discretion of the Queer Officers.

The end date of the consultation, as well as methods to engage in the consultation, must be made known to Members of the Collective by the Queer Officers through all reasonable means.

The Queer Officers are obliged to include any reasonable suggestions of the consultation in their changes to the Policy, at their own discretion.

**3.4** Members of the Queer Collective reserve the right to request an extraordinary consultation with the Queer Officers if they believe there is an urgent need to update the Policy. No less than 5 members, none of which may be current or incoming Queer Officers, must sign the request for a consultation.

Queer Officers are required to accept a consultation unless they believe the request is unreasonable. Any disputes should be resolved in accordance with the Dispute Resolution Process within Section 6 of the SRC Charter.

The Queer Officers reserve the right to accept and/or process consultations via digital means only. Unwillingness to conduct the consultation via digital means is NOT valid grounds for a dispute.

The Queer Officers are required to document any Requests for Consultation, as well as their outcome, minutes, and any changes made as a consequence of the consultation, in a manner which is freely and transparently available to Members of the Collective for a period no less than the remainder of the conducting Officer's term.

**3.5** The Queer Officers are required to provide Users of the Space a reliable method of contact via digital means for the purposes of hazard and incident reporting.

This should be provided alongside the physical copy of the Policy as defined in Section 3.1.

## 4. Risk Management

**4.1** The Queer Officers will request a Workplace Health and Safety Audit of the Queer Space from Arc no less than once per Elected Term.

**4.2** Outcomes of the WHS audit must be implemented in the next Review of the Policy.

**4.3** The Queer Officers will provide a review and update of the Policy no more than 1 calendar month, plus the length of the consultation period as defined in Section 3.3 of the Policy, from the completion of the Audit.

**4.4** The Queer Officers are considered the Supervisors of the Queer Space as defined by the Arc Safer Spaces policy.

As such, Members of the Collective are required to report hazards to the Queer Officers immediately upon discovering them.

A record of Incidents and Hazards must be maintained and updated by the Queer Officers.

All Incidents and Hazards must be reported to Arc.

**4.5** The Queer Space must always contain a First Aid kit, stocked with plasters, gauze dressings, gloves, tweezers, and anti-septic/sanitisation items (such as alcohol wipes or antiseptic solutions) as well as any other items considered essential by the Queer Officers.

The Queer Officers are responsible for requesting supplies for the First Aid kit.

Members who use items from the Queer Space First Aid Kit are required to report this to the Queer Officers as described in Section 4.4.

**4.6** The Queer Collective and the Queer Officers have an obligation to avoid unsafe situations for the Collective and its members.

Queer Officers are expected to conduct activities which are accessible to everyone, and are required to take into account the potential impact of disabilities and injuries on the ability of members of the collective to participate in activities and events.

If an event or activity is unable to be made accessible, it is recommended that the event is not run.

**4.7** Queer Space Users are required to wear a mask while in the space, regardless of whether or not they are sharing occupancy of the space with other individuals.

The UNSW Queer Collective recommends that Users wear at least a Level 1 Surgical Mask, or a P2/N95 mask. More information can be found on the [SafeWork Australia website \(Archived Version\)](#).