

Safe Space Policy

The Glow Centre for Sexual and Gender Diversity aims to provide awareness, support and education for individuals who may or may not identify as queer and questioning. Since Glow seeks to serve the queer community and educate the campus about the queer community, creating spaces where anyone can feel comfortable to share their experiences and learn from others is of utmost importance. The following principles, when adhered to and constructively enforced by all those within a given space, will aid in the creation of these important safe spaces:

[Principles adapted from TransACTION community group in Victoria BC]

- Respect your personal boundaries and the boundaries of others—physically, mentally, and emotionally.
- Speak up if something makes you uncomfortable. Communicate your needs, as you are able.
- Remember that one is welcome to take time away from the group or space should that individual feel that they need time alone.
- Ask for consent before engaging in physical contact. NOTE: It is very important to remember that consent is not always implied, even with those that one is typically very close to.
- Work to avoid making assumptions about the identity, experience and/or history of other people.
- Respect the privacy of information, narratives and experiences that others share.
- Assume that others are acting and speaking from a place of positive intent.
- Share an open and respectful learning environment with others present.
- Be aware of the effects of your own behaviour and take responsibility for what you say or do.
- Be open to being challenged by others if you make a mistake, remembering that everyone makes mistakes.
- Avoid attacking others when challenging others about the mistakes they have made.
- Avoid presenting your opinions and ideas as fact, by speaking with “I” statements. e.g. “I feel...” “I think...”

These principles run on the underlying value of RESPECT. When one is being respectful of others in the office or at an event, the overall atmosphere will be open and those present can extract the greatest benefit.