

SAFER SPACES POLICY:

1. The CSU commits to creating a campus environment free of discrimination, harassment and violence.
2. A safer space is one where convenors are conscious of power dynamics and accessibility factors, and seek to implement mechanism of harm reduction and inclusion.

Responsibilities

3. Councillors and Executives should see themselves as particularly concerned with creating a culture shift on campus to promote safer spaces and safer events which reduce the risk of sexual violence and create opportunities for education on consent culture.
4. Each member of the University community is responsible for helping to create an environment that is free from harassment and discrimination. Those actively engaged in the governance of the Union and in student activities on campus it supports are encouraged to contribute to the prevention of, intervention in, and effective response to, sexual violence. All members of the community can play a role in building a just social and educational environment by:
 - a) Learning about sexual assault and sexual violence and participating in educational programs
 - b) Modeling healthy and respectful behavior in personal and professional relationships;
 - c) Speaking out against behaviour that encourages the perpetuation of sexual violence including sexism, ableism, racism, homophobia and transphobia;
 - d) Speaking out against behaviour which perpetuates rape culture such as racism and sexism, the perpetuation of rape myths and blaming of the survivor, and joking about gender inequality or sexual assault;
 - e) Intervening in situations that could lead to situations of assault when it is safe to do so;
 - f) Interrupting misconduct or assault when it is safe to do so;

Training

5. Prior to September 1st of their mandate, each member of the CSU Executive shall complete a minimum of 6 hours of consent training and power dynamics training.
6. Prior to October 1st of their mandate, each Council member shall complete a minimum of 3 hours of consent training.
7. Within two months of their appointment, each Judicial Board member shall complete a minimum 3 hours of consent training.
8. The Annual Clubs Orientation will include a consent component including safer spaces guidelines for club events.
9. Training for the Executive, Council, Senate and Clubs shall be provided by the Centre for Gender Advocacy or the Sexual Assault Research Centre, or both. If neither group is available to provide trainings, the CSU shall take recommendations from these groups for alternate training providers.

Visibility and Access to Information

10. The CSU shall make use of its various communications tools, including its newsletter and website, to raise awareness of discrimination, sexual assault, sexual violence and harassment, and to promote services for sexual assault survivors.
11. The CSU will seek to raise awareness of health services available on campus, including the availability of emergency contraception, through their online communications and at the reception desks of the SGW and Loyola campuses.
12. The CSU shall keep an up-to-date document that informs students who have experienced sexual assault, violence or harassment about what resources are available to them, as well as provide references to qualified people and resources who can provide medical help and/or social support on and off-campus.

Safer Spaces guidelines for events organized by CSU or subsidiaries

13. The CSU shall ensure that the Safer Events Planning Guide (Annex X) guidelines are respected for all events organized by the Union. The CSU will encourage the organizers of events it supports financially or logistically to follow these guidelines for harm reduction during their events. Organizers should see these as suggestions and starting points, and are encouraged to take measures that respond to the particularities and needs of their events. We also invite these groups to continue the discussion around creating safer spaces with their members and the participants in the events they host.

Safer Events Planning Guide ANNEX X.

The Safer Spaces Commitment

At the beginning of the event, an organizer or resources person explains the **Safer Spaces Commitment** and reads the following statement or a version adapted to the event. Alternatively, this statement could be posted visibly within the space.

*The goal of a safer space is harm reduction, inclusion, accessibility, safety, non-threatening environment, environment free of violence/harassment
Everyone attending is asked to actively partake in creating a respectful environment through their words and actions. The resources people (identify these people) ask for your feedback during and after the event. Don't hesitate to approach them for any accommodations you need. The closest gender-neutral, wheelchair accessible washroom is situated _____. Beyond today, we also encourage you to continue your reflections and learning on the issue of eradicating sexual violence and other forms of oppression on campus.
Before leaving, please fill out our short survey on your experience today to help us improve future events we host.*

Accessibility:

In the planning and promotion of your event, please take into consideration accessibility needs and adapt your event accordingly whenever possible to make it:

- wheelchair accessible
- child/family friendly
- providing childcare
- French/English translation
- free admission

This is a non-exhaustive list of accessibility needs that participants may have, and we encourage you to include in the promotion of your event the invitation to participants to communicate any other accessibility needs.

Promotion:

The promotion material used for the event both physical (posters) and online content must be inclusive, free of discriminatory content and must not promote a culture of excessive alcohol consumption. Please include accessibility information in the promotions of the event whenever possible. Please consult the accessibility audit results in Annex XX or on our website for accessibility information on CSU spaces.

Guidelines for events involving the consumption of alcohol:

- Free water and snacks must be easily accessible to participants.
- A resources person or organizer remaining sober must be present for the duration of the event.
- We encourage organizers to make available a variety of non-alcoholic beverages
- We encourage organizers to plan a variety of activities throughout the event apart from the consumption of alcohol.

Check-out Survey

We encourage organizers to use the attached survey template to collect feedback on their events in order to create safer events in the future. We suggest making this survey available to fill out during and after the event.

Check-out Survey

Thanks for coming!

By filling out the following survey, you are helping the CSU to reach its goal of creating Safer Spaces for its members.

Please rate your overall experience at our event.

- Very Satisfied
- Satisfied
- Neutral
- Unsatisfied
- Very Unsatisfied

Would you return again next year?

- Yes
- No
- Undecided

Was there an aspect of the event (group or individual behaviour, discussion, visual material, etc.) that made you feel uncomfortable/threatened/unsafe at any moment?

- No
- Yes

If yes, please describe.

Did the organizers succeed in following the Safer Spaces Policy at this event? *

- Yes
- No
- Partially, but more could be done to ensure a Safer Spaces Model is upheld.

* The Safer Spaces Policy for Events holds that organizers must read or visibly post the definition of Safer Spaces Commitment at the beginning of the event, and identify at least one (sober) person to whom violations of the Commitment can be reported on site.*