



Safer Spaces Policy - November 2022

Background

This policy covers all members and others while at Thoughtful Foods and at any of its associated activities, but it is not an WHS policy. Thoughtful Foods encourages everyone using these spaces to be aware of the meaning of safer spaces and to actively create and maintain safer spaces.

‘Safer spaces’ are inclusive and participatory. Thoughtful Foods seeks to be such a space, as part of an effort toward creating supportive and non-oppressive communities, where people feel safe to be themselves, support each other and respect differences and diversity. Thoughtful Foods understands that while no space can be completely safe for every individual, everyone using those spaces can strive to make them safer.

Safer spaces require each individual to take responsibility for their own behaviour, and to actively challenge oppressive behaviour and language. All members should strive to be aware of the many forms of discrimination that may perpetuate oppression, including:

- sexism
- racism
- ageism
- classism
- heterosexism
- homophobia/queerphobia/transphobia
- discrimination against sex and gender diverse people
- discrimination against people with different abilities
- discrimination against subcultures and minority groups
- discrimination on the basis of religion, faith or spirituality and
- discrimination on the basis of diet and/or lifestyle

Thoughtful Foods seeks to actively challenge these forms of discrimination by encouraging all members to:

All policies and processes undergo routine review two years after endorsement

1. Respect each other's beliefs, differing points of view and differing states of being in the world
2. Respect each other's physical and emotional boundaries
3. Get explicit consent before making physical contact
4. Not talk over others, yell or behave aggressively and instead actively allow space for others to participate
5. Be aware of language and behaviour and how it affects others in the space
6. Be responsible for their own actions, behave non-violently towards other people and property, and be open to feedback and to asking for support
7. Never make assumptions about how other people identify themselves without asking
8. Look out for each other, especially vulnerable people
9. Take responsibility for their own safety and to seek support if needed.

Anyone engaging in unsafe, aggressive or violent behaviour should exclude themselves from this space. If they do not, they may be asked to leave immediately. If behaviour is exhibited that crosses another's boundaries or makes another feel uncomfortable, that person is encouraged to speak out, talk to coordinators, or contact the Thoughtful Foods grievance officers through grievance@thoughtfulfoods.org.au (Please write "Attn: Grievance Officers" in the subject line).

Zero-tolerance policy

Anyone in the space is expected to treat our volunteer staff with the same respect they would expect to receive.

Our volunteers have the right to volunteer without fear of violence, verbal, written or physical abuse, harrassment or discrimination from anyone. We have a zero tolerance policy for these behaviours and the right to to remove people from the co-op, notify security and/or notify the police.

Endorsed by:

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Reviewed and Adopted: 19/11/2022

Zero-Tolerance policy subsection added and adopted: 24/10/2021

Adopted: November 2018