



Edinburgh University Students' Association Safe Space Policy

Introduction

Edinburgh University Students' Association operates under a Safe Space Policy which covers all Students' Association spaces and events.

The aim of this policy is to create an environment in which all students, staff and visitors feel welcome, respected, and able to fully participate in our events and activities. It sets out our collective commitment to the principles of liberation, equality, diversity, and inclusion which we place at the heart of everything we do.

We are aware that certain social structures may serve to disadvantage particular groups (including but not limited to people of colour, women, the LGBT+ community, and disabled people) and therefore this policy aims to redress that imbalance by actively challenging oppressive and discriminatory behaviour.

It is also important to note that this policy exists within a legal framework that includes the Equality Act (2010) and Hate Crime legislation.

Zero Tolerance

To ensure this environment is maintained we operate a Zero Tolerance policy to the following behaviours towards both students and staff, as well as anyone visiting our venues or attending our events:

- **Harassment**, defined as any behaviour which is directed at an individual or group which is non-consensual. This includes sexual harassment such as cat-calling, groping or stalking.
- **Abuse**, covering both verbal and physical abuse, including sexual assault, which results in an individual or group feel intimidated or unsafe.
- **Discrimination**, including verbal and physical expressions of discrimination, based on any characteristics, including but not limited to:
 - Age
 - Class
 - Disability or Mental Illness
 - Gender
 - HIV/AIDS Status
 - Marriage and Civil Partnership
 - Nationality and Country of Citizenship
 - Political Affiliation
 - Pregnancy and Maternity
 - Race or Ethnicity
 - Religion and Belief
 - Sex Worker Status



- Sexuality
- Trans Status
- **Violence**, defined as any act of physical intimidation or aggression, including threats of violence.

All students, members of staff, and visitors to the Students' Association are accountable for their own conduct and should refrain from any of the behaviours listed above. We would also encourage everyone to:

- Be aware of the connotations of their language.
- Avoid making assumptions about another person's gender, pronouns, sexuality, disability, ethnic identity, or life experiences.
- Be prepared to challenge harassment and discrimination if they are witness to an incident, and where appropriate to report it.
- Be open if challenged on their own behaviour, and to learn from the experience.
- Be respectful of other's physical and emotional boundaries.

Event organisers are responsible for ensuring that all attendees, including external speakers, are aware of and adhere to the Safe Space Policy.

Breaches of the Policy

We actively encourage the reporting of incidents that constitute a breach of the Safe Space Policy.

It is the collective responsibility of all to uphold good conduct and challenge others' unacceptable behaviour.

If you experience or witness an incident which you believe is in breach of the Safe Space Policy you can report it either:

- **At the time**, to a member of Students' Association staff, the meeting facilitator, or the event organiser
- **At a later date**, by emailing complaints@eusa.ed.ac.uk

The Students' Association's Complaints Procedure is confidential and impartial.

Incidents will be handled on a case-by-case basis. If an individual is found to have breached the Safe Space Policy they may face one or more of the following actions, at the discretion of Students' Association staff, the meeting facilitator, or the event organiser:

- Verbal Warning
- Request for an Acknowledgement of Wrong-doing and Apology
- Removal from Venue

Incidents may also be referred for investigation under the Students' Association's Student Disciplinary Procedure or the University's Student Disciplinary Procedure.



Complaints against members of Students' Association staff, including those against student staff in their capacity as employees of the Students' Association, will be referred to the Students' Association's Staff Disciplinary Policy and handled by the Human Resources department.

If you would like to report an incident to the Police, you can access support and advice (including information on Third-Party Reporting) through the Advice Place, the Students' Association's impartial and confidential advice service.

More Information

If you have any questions regarding the Students' Association's Safe Space Policy or would like more information about how you can implement the policy at your events please contact the Vice President Societies and Activities by emailing vpwelfare@eusa.ed.ac.uk.