

## The History

In October 2013, the Students Union Senate (now Student Representative Council) passed the initial beginnings of our safe space policy implementation.

### What do you want?

I would like to see the SU publish a written Safe Space Policy. The policy will outline the SU's commitment to Zero Tolerance to harassment, and will ensure that students can share ideas and thoughts in a safe environment. The Students' Union would then ensure that students are aware that a written policy is available if this idea is to be accepted.

### Why do you want it?

The Students' Union has adopted a Safe Space Policy, however no written policy is available. This Policy would compliment work on Zero Tolerance to harassment and will ensure that a written policy can be referred to if any issues should arise, and to also remind staff and students of their duty to creating an inclusive, welcoming and safe environment.

Passed Senate 8th October 2013

## The Now

Following on from this, as a Union we have developed our safe space policy to reflect our new space, policy and procedures. This will allow for students to clearly understand what the safe space policy is, how we implement it and the steps to follow should it be required.

## As a Union we uphold that:

- 1) Bangor SU and Bangor University are committed to providing an inclusive and supportive space for all students.
- 2) This policy covers any Bangor SU space, or Bangor SU event.
- 3) The policy also covers any Student Union associated social media i.e. Facebook events, twitter posts, activity pages.
- 4) Bangor SU space or event refers to meetings, venue, club, society, or event. This is both locally and away from campus

This policy is applicable to our whole student community, whether an individual or a member within a group, Bangor SU ratified activity group, representative forum or sport team. As a Union, Bangor SU believes that any behaviour that has affected another can be reported through this policy. Bangor SU believes all students should be free from intimidation or harassment, resulting from prejudice or discrimination on the grounds of;

- a) Age
- b) Class
- c) Disability
- d) Gender and Gender Identity

- e) Marriage and Civil Partnership
- f) Political Affiliation
- g) Pregnancy and Maternity
- h) Race and Ethnicity
- i) Religion and Belief
- j) Sexual Orientation
- k) HIV/AIDS

This list is not exhaustive.

3. Bangor SU will arrange mitigation to ensure the safety of our members and ensure a balance of opinions at any discussion or debate. Freedom of speech is important, yet intention to incite hatred is never acceptable.

4. Bangor SU recognises discrimination can occur wherever it is not consciously challenged. Therefore the event organiser is responsible for upholding this policy at any event, and Bangor SU venues staff or members may act in accordance with this policy within Bangor SU spaces.

5. Any person in a Bangor SU space or attending a Bangor SU event is accountable for their own language and behaviour. If behaviour is reported that is not in accordance with this policy, members may be asked to leave immediately by staff or an elected full-time officer.

7. Social media posts from a student's union activity or platform are responsible for their own actions, language or behaviour. If behaviour is reported that is not in accordance with this policy, members may be asked to attend a meeting with a student's union sabbatical officer or staff member regarding this matter.

8. Society and Club Committee Members will receive specific training on Bangor SU Safe Space Policy at the start of each academic year or when they are elected. These Committee Members have the responsibility to ensure this policy is enacted at their event and if needs be may ask individuals to leave. If Committee Members are not in attendance the lead committee member must take responsibility.

9. Complaints received may result in disciplinary action by Bangor SU in accordance with the Bangor SU member's disciplinary procedure.

10. All external speakers must have completed the external speakers form through the society. External speakers and Bangor SU students attending a debate, Bangor SU Student Representative Council, a Members Meeting or the Annual General Meeting must be briefed on Bangor SU's Safe Space Policy and Zero Tolerance to Harassment policy.

11. Students Union activities should be aware of the options for a physical safe space at events, meetings or forums. This should be communicated to all attending individuals and be accessible for all.

12. Any member of Bangor Students' Union staff or elected-representatives may immediately act upon a complaint through a number of ways including:

- a. Giving the complainant a platform to express their complaint.

- b. Reiterate the Safe Space and Zero Tolerance policies and issue them with a warning that they can be asked to leave an event.
- c. Ask any speakers or students complained against to leave.
- d. Work with any security put in place to remove speakers/attendees.
- e. Make Bangor SU staff and/or elected representatives, who is responsible for the Safe Space and Zero Tolerance Policies, aware of any complaint or incident that has violated the policy. In this case the elected member would be the Vice President Education and Welfare.
- f. Request a meeting regarding the actions that have occurred.

13. Any complaints after an event should be reported through the Bangor SU Complaints ND Disciplinary Procedure.

## Appendix 1

### Councils Safe Space Policy

1. Councils refers to all student forums or meetings, including, but not limited to, Student Representative Council (SRC), Course Representatives Council, Students' Union General Meeting or Annual General Meeting, the Athletics' Union Executive.
2. Members are expected to respect the right of all members, students attending SRC and other Councils and staff to enjoy Bangor Students' Union as a safe space environment, defined as a space which is welcoming and safe and includes the prohibition of discriminatory language and actions.
3. Bangor SU operates a Zero Tolerance policy towards discrimination based on (this list is not exhaustive):
  - a. Age
  - b. Class
  - c. Disability
  - d. Gender and Gender Identity
  - e. Marriage and Civil Partnership
  - f. Political Affiliation
  - g. Pregnancy and Maternity
  - h. Race and Ethnicity
  - i. Religion and Belief
  - j. Sexual Orientation
4. All Council meetings shall be conducted with an assumption that the meeting shall constitute a 'safe space' for the conduct of debate, discussion and decision making.
5. A meeting shall be deemed to be a safe space where no-one is disadvantaged or discouraged from engaging, so long as they respect others' ability to contribute; and where the principle of equal opportunities is respected.
6. All members are expected to conduct themselves in a manner which is respectful and considerate of the contributions of others. This is defined as:
  - a. Allowing Council members to speak when called upon by the chair.
  - b. Refraining from speaking over, interrupting, heckling, laughing at or otherwise distracting from the speaker who holds the floor.
  - c. Refraining from using social media as an outlet for vocalising disagreement.
  - d. Refraining from hand gestures which denote *disagreement* or in any other way indicating *disagreement* with a point or points being made. Disagreements should only be evident through the normal course of debate.
  - e. Avoiding using gestures which are not generally known or accepted by Council.
  - f. Gestures indicating *agreement* are permissible, if these gestures are generally understood and not used in an intimidating manner.

Appendix 2

**Bangor Students' Union Complaints & Disciplinary Procedure**

Please refer to the By Laws (by law 9) of Bangor Students Union [here](#) should you require complaints and disciplinary procedure support.