



## **University of Lincoln Students' Union Safe Space Policy**

This policy covers any University of Lincoln Students' Union (ULSU) space (both physical and online), activity or event organised by or in the name of the organisation.

ULSU is committed to providing an inclusive, supportive and welcoming space for all members and this policy is applicable to our staff, student community and anyone who attends a ULSU event, both within our venues and elsewhere. ULSU believes that everyone should be free from intimidation or harassment resulting from prejudice or discrimination on the grounds of age, disability, marital, maternity/paternity status, race, religious beliefs, sexual orientation, gender identity, trans status, socio-economic status, ideology, culture, or any other form of distinction or protected characteristic. The ULSU Equal Opportunities Policy must be adhered to in relation to any activity or event organised by or in the name of the organisation. To assist with adherence to this Policy, we ask that all our members and staff bear the following in mind:

- Be aware of the connotations of your language, the language you use in discussion and how you relate to others.
- Avoid making assumptions about anyone's gender, sexual preference, abilities, ethnic identity, or life experiences; do not make derogatory comments or references to anyone about these or any other protected characteristics.
- Respect other people's physical and emotional boundaries.
- Avoid dominating a conversation or interrupting other people who are sharing their views.

ULSU are committed to facilitating debate and discussion to further the extra-curricular development of our students, while ensuring that we act in the best interests of our students and in a socially responsible manner. Freedom of speech is important but intention to incite hatred is never acceptable. Any events or activities held within ULSU spaces or in the name of ULSU must be organised and conducted in line with the ULSU External Speaker Policy to ensure both the safety of our members and that no discrimination or intimidation of any one group of persons occurs as part of that event or activity.

ULSU recognises that discrimination can occur wherever it is not openly challenged; upholding this policy is a collective responsibility and ULSU Staff and Full Time Elected Officers should be confident in challenging any behaviour which contravenes this policy. We also recognise that individuals are responsible for their own language and behaviour; if behaviour is reported during an event that does not adhere to this Policy, the person/s may be asked to leave immediately by a member of ULSU Staff or Sabbatical Officer.

The organiser of any student-led event must be aware of this Policy and ensure adherence in the planning and conduct of said event. This would normally be the Presidents of Societies and Sports Clubs, Liberation Officers, Volunteer Officers and Representatives (Reps), although this list is not exhaustive. These individuals will receive specific training on this Policy at the start of each academic year or when they are elected. If the individual named above is not in attendance at the event, then a delegated lead for this event must take this responsibility whilst the event is occurring.

During an event a member of ULSU staff, or ULSU Full Time Elected Officer may immediately act upon a complaint, made either by the event organiser or an attendee, in the following ways:

- Providing the complainant with a platform to express their complaint.
- Reiterate to all speakers and attendees that this Policy is in place and issue them with a warning that they can be asked to leave an event if they do not adhere to this Policy.
- Ask any speakers or attendees complained against to leave.
- Work with any Security Staff in place or the Duty Manager to remove parties complained against.

Should anyone wish to make a complaint following an event alleging contravention of this Policy, this should be reported in accordance with the ULSU Complaints Procedure. Any complaints against members which are upheld may result in disciplinary action in accordance with the ULSU Member Disciplinary Procedure.