



# THE SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION (SUPRA) SAFER SPACES POLICY

## Preamble:

This Policy is a statement of Principle of SUPRA's obligation to providing a safer space. It should be understood in conjunction with any Regulations that relate to conduct or the environment in SUPRA Spaces, including SUPRA's physical offices; SUPRA's e-spaces such as email; in relation to SUPRA accounts or mailing lists, Facebook and other social media; at SUPRA events; and including any and all spaces that SUPRA conducts Association business. This policy applies to all employees, affiliates, Councillors, Members, Constituents, clients, customers, and visitors to SUPRA's Spaces, and stipulates that they each have a responsibility to be self-aware about how their behaviour affects others. This document uses all definitions in the SUPRA Constitution, the SUPRA Facilities Regulations, and the SUPRA Code of Conduct.

## 01: PRINCIPLES

01.01: 1) SUPRA recognises the existence of oppression as a structural issue in our society, rather than from individual expression or opinion.

01.01: 2) SUPRA affirms the importance of understanding the nature of oppression as realised or averted through the conduct of individuals in SUPRA spaces or at SUPRA events.

- 01.01: 3) SUPRA affirms the importance of addressing structural inequality through challenging assumptions and stereotypes, and redressing these inequities through policy and action.
- 01.01: 4) SUPRA affirms its role as a representative organisation, representing the collective needs and interests of the postgraduate student body.
- 01.01: 5) SUPRA affirms the right to the provision of a safer environment, both as a workplace and as a venue for student politics, such that all students can participate as an equal, mindful of different needs relevant to diverse backgrounds and able to maximise student participation.
- 01.01: 6) SUPRA is committed to providing spaces and events that are free of harassment, discrimination, vilification, bullying, victimisation, and which are accessible and supportive.
- 01.01: 7) SUPRA is committed to provide the best possible working, communication and social environment for staff, affiliates, Councillors, clients, customers, Members, Constituents, and visitors to SUPRA Spaces and SUPRA Events.
- 01.01: 8) SUPRA affirms taking a stance against oppression against disadvantaged groups, including but not limited to:
- 8.a) Age;
  - 8.b) Sex;
  - 8.c) Marital status;
  - 8.d) Parental status;
  - 8.e) Status as a career;
  - 8.f) Pregnancy;
  - 8.g) Breastfeeding;
  - 8.h) Socio-economic status;
  - 8.i) Disability;
  - 8.j) Sexuality;
  - 8.k) Race;

- 8.l) Ethnicity;
- 8.m) Occupation;
- 8.n) Industrial activity;
- 8.o) Political belief or activity;
- 8.p) Religious belief or activity;
- 8.q) National identity;
- 8.r) Intersex;
- 8.s) Sex and/ or gender identity;
- 8.t) Migration status;
- 8.u) Criminal status; or
- 8.v) Survivors of sexual assault.

## 02: DEFINITIONS

02.01: 1) Safer Spaces are welcoming, engaging and supportive. They are intended to be a space where people support each other and can feel free to be themselves, where abuse and discrimination is not tolerated.

02.01: 2) Safer Spaces are as broadly inclusive as possible, acknowledging that participation relies on individuals being aware of how their language (verbal and physical), behaviour, and actions affect others within these spaces. Safer Spaces thus promote ideals of equity to overcome barriers of sexism, racism, ageism, ableism, homophobia, transphobia, or xenophobia.

02.01: 3) Safer Spaces are free of violence and non-physical abusive behaviour including but not limited to aggression, bullying and manipulation to allow all persons using those spaces to feel secure and included.

## 03: MINDFULNESS

03.01: 1) Central to the creation of a Safer Space is the practice of mindfulness, which is being aware of how your conduct can directly or indirectly affect others in your presence. Such mindfulness can apply to communication, practices, and other forms of interaction.

### 03.02: Mindful Communication

03.02: 1) Mindful Communication means constructive dialogue that respects different physical and emotional boundaries.

03.02: 2) Mindful Communication is free from personal attacks and insults, or using language that is offensive or derogatory.

03.02: 3) Mindful Communication is language (verbal and physical) that is inclusive of differences of language or cultural backgrounds, and free from barriers to constructive dialogue.

03.02: 4) Mindful Communication is non-hostile and free from intimidation, silencing tactics, bullying, discrimination, vilification, or victimisation.

03.02: 5) Mindful Communication is not demeaning of others, and free from speaking over others, interrupting others, dominating a conversation, or being condescending.

03.02: 6) Mindful Communication attempts to be aware of others peoples' experience and allows for informed consent around potentially triggering topics or methods of conduct.

03.02: 7) Mindful Communication is free from victimisation, which refers to the bullying, punishing or threatening to punish someone who has made a complaint or supported another person who has made a complaint.

### 03.03: Mindful Interaction

03.03: 1) Mindful Interaction is non-hostile and free from forms of physical intimidation or coercion.

03.03: 2) Mindful Interaction means acknowledging others as an equal and encouraging their participation and contribution.

03.03: 3) Mindful Interaction is consensual, particularly in relation to physical, but also in relation to actions that may passively affect them, such as smoking or alcohol consumption.

#### **03.04: Mindful Decision-Making**

03.04: 1) Mindful Decision-Making is an inclusive process based on open and constructive dialogue.

03.04: 2) Mindful Decision-Making shall see both collaboration and consultation with other participants.

## **04: RESPONSIBILITY**

04.01: 1) The creation and Maintenance of Safer Spaces requires the action of all of the people involved in the space. This means that all employees, affiliates, Councillors, Constituents, clients, customers, and visitors to SUPRA's Spaces have a responsibility to be self-aware about how their behaviour affects others.

#### **04.02: Responsibilities of Individuals**

04.02: 1) All individuals in SUPRA Spaces have the responsibility to:

- 1.a) be mindful of their communication (verbal and physical);
- 1.b) be mindful of their interaction and practices around others;
- 1.c) seek consent from others before physically touching them;
- 1.d) show respect to others;
- 1.e) to leave a space when asked, as the result of unsafe behaviour;
- 1.f) abide by the University's policies regarding smoking; and

#### **04.03: abide by the University's policies regarding drinking where alcohol is served at SUPRA events. Responsibilities of SUPRA**

04.03: 1) SUPRA Council and Staff have a collective responsibility to:

- 1.a) participate in training and awareness-raising exercises to ensure that their knowledge is up-to-date; and

1.b) ensure that Occupational Health and Safety regulations are adhered to at all times.