



Sydney University Postgraduate Representative Association (SUPRA) Safer Spaces Policy

A. Preamble

Name of Policy

This is the Sydney University Postgraduate Representative Association (SUPRA) Safer Spaces Policy.

Commencement

This policy commenced on 21 September 2011.

Policy is binding

This policy binds SUPRA, its Council, constituents, members, staff, affiliates, contractors, clients, customers, and visitors.

Statement of intent

This policy:

- a) supports the SUPRA Constitution ('the Constitution') and shall not be interpreted so as to contravene the Constitution;
- b) should be read in conjunction with the SUPRA Policy Manual;
- c) recognises the existence of oppression as a structural issue in our society, rather than as an issue which arises from individual expression or opinion;
- d) acknowledges the importance of understanding the nature of oppression as being realised or averted through the conduct of individuals;
- e) recognises the importance of addressing structural inequality

through challenging assumptions and stereotypes, and redressing inequity through policy and action;

- f) affirms SUPRA's role in representing the collective needs and interests of the entire postgraduate student body by taking a stance against injustice and discrimination, including but not limited to that based on:
 - i) age;
 - ii) sex and/or gender identity;
 - iii) intersex status;
 - iv) sexuality;
 - v) race;
 - vi) ethnicity;
 - vii) national identity;
 - viii) migration status;
 - ix) marital status;
 - x) parental status;
 - xi) carer status;
 - xii) pregnancy;
 - xiii) breastfeeding status;
 - xiv) socio-economic status;
 - xv) disability;
 - xvi) being a survivor of sexual assault;
 - xvii) occupation;
 - xviii) industrial activity;
 - xix) political belief or activity;
 - xx) religious belief or activity; and/or
 - xxi) criminal status.
- g) states SUPRA's commitment to providing:
 - i) safer spaces in all SUPRA environments, including but not limited to physical and e-spaces;
 - ii) accessible and supportive spaces and events that are free of harassment, discrimination, vilification, bullying, and victimisation; and
 - iii) the best possible working, communication, and social environment for staff, affiliates, Councillors, members, constituents, clients, customers, and visitors.

B. Policy

1. Definitions

- 1.1 The definitions set out in the Constitution shall apply to this policy.
- 1.2 In addition, for the purposes of this policy:
 - 1.2.1 **Mindfulness** means an individual's awareness of how their conduct, including but not limited to their communications, language (verbal and physical), behaviour, actions, practices, and other interactions, can directly or indirectly affect others. It is central to the creation and maintenance of safer spaces.
 - 1.2.2 **Online Space Administrator** means an office bearer who manages any SUPRA online space as part of their duties.
 - 1.2.3 **Safer Spaces** mean spaces which are welcoming, engaging, and supportive. Safer spaces are as broadly inclusive as possible as a result of the mindfulness of the individuals within these spaces. They are spaces which aim to promote equity to overcome barriers of sexism, racism, ageism, ableism, homophobia, transphobia, or xenophobia. More specifically, safer spaces are free of violence, aggression, abuse, bullying, manipulation, discrimination, and non-physical abusive behaviour. As a result, they are places where people support each other so everyone can feel secure, included, and free to be themselves.
 - 1.2.4 **SUPRA Events** mean any social, political, public or student event which has either been organised as an event by SUPRA, or in which SUPRA is officially participating.
 - 1.2.5 **SUPRA Offices** means the offices, spaces, and facilities enclosed within the building where SUPRA is located and which the University has designated for the use of SUPRA whether that use is shared or exclusive.
 - 1.2.6 **SUPRA Spaces** means the SUPRA offices and extends to any space, whether physical or in cyberspace, which is used for SUPRA-related activities, communications, or business or for any SUPRA Events.

2. Mindfulness

2.1 Mindful communication:

- a) means constructive dialogue which respects the difference in individual's physical and emotional boundaries;
- b) is language (verbal and physical) which is inclusive of differences in language and cultural backgrounds, and is free of barriers to constructive dialogue;
- c) attempts to be aware of the experience of other individuals and allows for their informed consent around potentially triggering topics or methods of conduct;
- d) is free from personal attacks, insults, intimidation, silencing tactics, bullying, discrimination, vilification or language that is hostile, offensive, derogatory or demeaning of others;
- e) is free from victimisation; that is, the bullying, punishing or threats of punishment of someone who has made a complaint or supported another person who has made a complaint; and
- f) does not include speaking over others, interrupting others, dominating a conversation, or being condescending.

2.2 Mindful interaction:

- a) means acknowledging others as an equal and encouraging their participation and contribution;
- b) is non-hostile and free from any form of physical intimidation or coercion; and
- c) is consensual, particularly in relation to physical interactions or any other action that may affect another person, such as smoking, drug use, or alcohol consumption.

2.3 Mindful decision-making:

- a) is an inclusive process based on open and constructive dialogue; and
- b) involves active collaboration and consultation with other participants.

3. Responsibility

3.1 Responsibilities of Individuals

- 3.1.1 All individuals in SUPRA spaces have the responsibility to:

- a) be mindful of their communication (verbal and physical);
- b) be mindful of their interactions, conduct, and practices around others;
- c) seek consent from others before physically touching them;
- d) show respect to others;
- e) leave a space when asked to do so because of unsafe behaviour;
- f) abide by the University's policies regarding:
 - i) the personal conduct and behaviour of affiliates;
 - ii) workplace health and safety, including the requirement to protect their health and safety and that of others;
 - iii) smoking;
 - iv) drug use;
 - v) alcohol consumption where alcohol is served in SUPRA spaces.

3.2 Responsibilities of an Online Space Administrator

3.2.1 An online space administrator will immediately delete any comments or posts on SUPRA online spaces which:

- a) breach this SUPRA Safer Spaces policy or any other policy in the SUPRA Policy Manual;
- b) discuss any grievance being dealt with under the SUPRA Grievance Policy;
- c) discuss any staff member employed by SUPRA or any related entity;
- d) are promotional material for an individual or ticket running for election to SUPRA or any other University student organisation.

3.3 Responsibilities of SUPRA

3.3.1 SUPRA Council and staff have a collective responsibility to ensure that:

- a) SUPRA spaces are:
 - i) safe and that workplace health and safety requirements are adhered to at all times;
 - ii) accessible and without barriers which impede their use

- by those with any form of disability, where possible;
 - iii) inclusive of those whose first language is not English.
 - b) their knowledge is up-to-date by participating in training and awareness-raising activities.
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NOTES

SUPRA Safer Spaces Policy

Date ratified by Council: 21 September 2011

Date commenced: 21 September 2011

Date last amended: 29 July 2021

Administrator: Vice President, SUPRA

Review date: 29 July 2023

Amendment History

Rescinded:

This policy and the Councillor Code of Conduct 2021 now integrate the following which is rescinded:

1. SUPRA Communication Policy 2017.

Dates amended:

1. 12 May 2014
2. 10 December 2015
3. 15 May 2017
4. 29 July 2021