



SAFE SPACE POLICY

The Safe Space Policy outlines conduct for behaviour, actions and interactions in Lunik Co-operative. The following policy guidelines are to be adhered to at all time with regards to, but not limited to, personal conduct within the space, any Lunik Co-op meetings, any materials circulated within Lunik Co-op and at any events or programming taking place within the space or in conjunction with Lunik Co-op. The Safe Space Policy is one of the central parts Lunik's overall mandate and mission to create a safe, equitable and sustainable social environment.

The Safe Space Policy aims to establish Lunik Co-op as a safe, comfortable and inclusive environment for every individual within the space regardless of sex, gender, race, or class. This means constructively confronting and stopping oppressive behaviour and language.

Discrimination based on any of the following is absolutely not tolerated:

- race or culture
- sexual orientation
- gender or gender identity
- age
- (dis)ability
- economic/social class
- religion
- any other identity markers, accessibility needs

Lunik Co-op works to create spaces that are free of as many barriers as possible as part of our mission to create a positive, sustainable and equitable social space. We also work to create these spaces without external authority, both as creators of barriers, but also as enforcers of rules and procedures. It is with this in mind that we must work to create a positive space relationally. This means that we are all responsible for creating the spaces we desire, by educating ourselves, each other, and ensuring that we are in dialogue. We must aim to break down relationships of service provision and build relationships of mutual aid.

Maintaining a Lunik Co-op as a Safe Space

Lunik Co-op recognizes that the dynamics of hierarchy, power and privilege that exist within society are also found within the social environment on campus. We believe that failing to

address these dynamics alienates and further victimizes our members and stops us from creating the equitable world we want, as outlined in our Mission Statement.

Members of Lunik Co-op and those using the space are asked to be aware of their language and behaviour, and to think about whether it might be oppressive to others.

Lunik Co-op is absolutely no space for violence, racism, ageism, sexism, transphobia, homophobia, ableism, sizeism, sleaziness, or touching another person without consent.

Acting in a way that perpetuates oppression, including through language, is not acceptable.

Oppressive Behaviour:

We define oppressive behaviour as any conduct that demeans, marginalizes, rejects, threatens or harms anyone on the basis of ability, activist experience, age, cultural background, education, ethnicity, gender, immigration status, language, nationality, physical appearance, race, religion, self-expression, sexual orientation, status as a parent or other such factors.

Oppressive behaviour occurs every day, often in seemingly trivial ways. For example, interruptions, jokes, and oppressive language are common behaviours that reinforce power dynamics. Over time, such behaviours can develop into a pattern of oppression that is far more damaging than an isolated incident.

Please keep the following in mind while interacting with others, hosting an event or promoting materials in Lunik:

- Respect everyone's physical and emotional boundaries. Ask first before touching, and listen and change your behavior if someone tells you that you are making them uncomfortable.
- Check in before discussing topics that might be triggering (e.g. sexual abuse, sexual experiences, physical violence, or encounters with the police).
- Be responsible for your own actions. Be aware that your actions have an effect on others despite what your intentions may be.
- If you are called out for problematic behaviour, do not be defensive. Your intentions and character are not under attack, just the behaviour that is being challenged. Be open to understanding the role your behaviour has in other people's experiences of oppression.
- Respect the pronouns and names of everyone. Do not assume anyone's gender identity, sexual preference, survivor status, economic status, background, health, etc.
- Respect people's opinions, beliefs, experiences and differing points of view.

Specific Situations

There are specific situations in which individuals must be especially sensitive to the guidelines of the Safe Space Policy. These circumstances include, but are not limited to:

a) Meetings

The meetings must be a safe space for all attendees to ensure equal participation without

intimidation or segregation. Lunik strives to keep our meetings a positive, welcoming and inclusive environment.

b) Events and Programs

The events and programs held within or in conjunction with Lunik Co-op must adhere to the Safe Space policy and whenever possible promote an inclusive and safe environment to for students and members. Nature of events can become unsafe and exclusive for students in many ways (music, activity, themes etc.) and such events contradict the mission which guides all Lunik Co-op activities.

c) Promotional Material

Any promotional material for Lunik Co-op or left in Lunik Co-op on behalf of student groups should adhere to the Safe Space Policy.