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## Discussion Space Policy

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### 1. Purpose

As a part of its constitutional obligations, *UniQ Victoria* may host social spaces for queer students to interact. To this end, *UniQ Victoria* aims to ensure that all spaces, online or in-person are safe for all people attending.

As such, queerphobia<sup>1</sup>, racism, misogyny, classism, ableism, xenophobia, fatphobia, other forms of bigotry, harassment, and cultural appropriation are unacceptable in any form, including those you may think are “harmless.”

### 2. Safer Spaces, Safer Queers

- a. It is expected that those in *UniQ* spaces respect the physical and emotional safety of others. In the interest of this, safe spaces operate on a policy of “what happens in safe space, stays in safe space.”
  - i. This includes being aware that not all students are ‘out’ to others, and as such, may not wish to be identified/approached outside of *UniQ* spaces by others attending *UniQ*.
- b. In addition to this, ideas and experiences put forward by *UniQ* attendees is private information, and as such anyone wishing to share them, in particular in research or media, should speak with the person whose idea/experience it is before sharing.
- c. As safety is a priority, *UniQ* reserves the right, in cases of serious breaches of these guidelines, to ask you to leave the space until a restorative meeting can take place.
- d. Those attending *UniQ* spaces should be careful not to assume the identity of other attendees.
  - i. This includes not applying labels to people without knowing if they claim them, and using they/them as default pronouns for those whose pronouns you do not know.
- e. The following points outline the expectations of conduct in our discussion spaces. Serious breaches of these will be subject to a restorative process. The facilitator has the right to ask disruptive parties who ignore these guidelines to leave the room as they deem necessary.
  - i. Don’t speak out of turn or over other people in the discussion. If the facilitator tells you to quiet down or wait for someone else to speak, listen to them.

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<sup>1</sup> Queerphobia includes but is not limited to homophobia, transphobia, binarism, aphobia, biphobia, panphobia

- ii. We will be using a system of hand raising and speaking order lists for when more than one person wants to speak.
- iii. Don't play devil's advocate; this is a space of genuine discussion and not a debate.
- iv. This is a space to share and learn, ignorance is expected, but willful ignorance will not be tolerated.
- v. Don't condescend; not everyone has the same knowledge bases and experiences, try to keep this in mind.
- vi. Avoid using slurs in a non-reclaiming context. If you can avoid using it, please do.