

## AMS Bike Co-op & Bike Kitchen Safer Space Policy (Abbreviated Guide)

We aim to be an accessible and inclusive place where everyone can feel safe, welcome, and respected. This abbreviated guide to our Safer Space Policy is intended as a reference for volunteers and customers to refer to and follow to help keep our space safe.

### Accessibility and Representation

- We are aware that our location poses many challenges for people with accessibility concerns regarding mobility and physical disabilities; we will do our best to develop strategies to help people access our spaces, and physical accessibility is a top priority in our long term planning.
- We aim to represent diversity in terms of gender, sexuality, ethnicity, race, and ability, as well as other historically underrepresented identities.

### Safer Space

- Discrimination will not be tolerated, particularly but not exclusively regarding: race/ethnicity, cultural background, sexual orientation, gender presentation, gender identity, age, (dis)ability, economic/social class, physical appearance, body size, religion or asylum status.
- We do not tolerate harassment of or by staff members, volunteers, or shop users including: offensive verbal comments, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, inappropriate physical contact, unwelcome sexual attention and inappropriate language or behavior.
- Staff and members should not discriminate against an individual based on the type, brand, physical appearance, or state of repair of an individual's bicycle.
- We support the UBC's Positive Space Campaign, an initiative to make UBC more welcoming to its lesbian, gay, bisexual, trans (transgender, transsexual, trans-identified), two-spirit, queer, questioning, intersex and asexual communities and individuals.

### Procedures

- **Interventions:** If an infraction occurs during an event, coordinators/staff are responsible for intervening. UBC Security will be called if an individual is ejected from the space.
- **Conflict resolution process:** For less serious infractions, a three-strike system will be used. The individual will be notified by an executive/staff that their language/behaviour has contravened the Safer Space policy. With each incident, a conversation will be held with the individual to discuss the problematic language/behaviour; if the individual does not respond appropriately, they may be banned for one year.
- **Zero tolerance:** Serious offenses (i.e., assault or sexual assault), will result in the individual being banned, and appropriate authorities will be notified.

### Report

If you feel uncomfortable because of something that happened at the AMS Bike Co-op or Bike Kitchen, or if you witness a violation of this policy, please report the incident to one of: Bike Kitchen Manager,

AMS Bike Co-op Programs Manager, President or Vice President. Reporting can occur in person or by email.

We will actively respond to any violation. A three-person panel will be convened to address serious concerns and/or ongoing but less serious concerns.

We acknowledge that our own work towards making our space safer and welcoming is incomplete and ongoing. We welcome suggestions on how to improve the accessibility of our space and resources.