



## **PSCV Safe Space Policy**

The mission of the Pride Society of the Comox Valley (PSCV) is “to unite the Comox Valley Pride Community, be visible and celebrate diversity”. We strive to fulfill this mission by providing education, advocacy, and public events that focus on the LGBTQIA2S+ community.

### **Why this policy exists**

The current policy is designed to support our mission by ensuring safe spaces in which our activities will take place, both online and offline.

Safe spaces are respectful of everyone, regardless of age, ancestry, colour, gender identity, gender expression, mental or physical disability, place of origin, race, religious beliefs, or sexual orientation.

**Oppressive behaviour will not be tolerated during PSCV activities or events, or in online media or other communications administered by PSCV.**

### **These behaviours include, but are not limited to:**

1. Offensive, derogatory, threatening, aggressive, or silencing comments
2. Violence, intimidation, stalking, or unwanted following of a person
3. Persistent, abusive, and non-constructive criticism with regard to any project(s) any participant may show during an event, space, or program
4. Persistent micro-aggressions in the form of comments or jokes that stereotype or demean individuals or groups of people
5. Harassing photography or recording
6. Disruption of events, programs, or space functionality
7. Inappropriate physical contact without consent
8. Unwelcome sexual attention
9. Sexually demeaning imagery
10. Advocating or encouraging any of the above behaviour

PSCV is committed to learning and addressing the complex ways in which people are impacted by multiple forms of structural violence including, but not limited to, anti-Black racism, anti-Indigenous racism, anti-Asian racism, anti-Semitism, Islamophobia, sexism, homophobia, transphobia, xenophobia, cisheteronormativity, ableism, classism, and ageism.

**By obtaining membership in PSCV, or participating in any way in activities or events hosted by PSCV, you accept and agree to the terms and conditions of the Safe Space Policy.**

The PSCV’s Safe Space Policy applies to all activities conducted by, or on behalf of, the Society. The PSCV Board of Directors, members, and volunteers, as well as attendees and service providers at PSCV meetings or events, are expected to abide by this policy. In addition, this policy applies to all communications representing PSCV, including those generated and shared internally and online.



## **Reporting an incident**

Anyone experiencing or witnessing any of the behaviours described above at a PSCV event or activity is encouraged to report this behaviour by:

1. Speaking on-site to the organizer's representative, coordinator, or volunteer
2. Emailing the organizers at [psc2021@gmail.com](mailto:psc2021@gmail.com)
3. Privately messaging PSCV's Facebook page <https://www.facebook.com/comoxvalleypride2016>

Messages sent to PSCV will be reviewed by the Board of Directors and will be investigated in a timely way.

If a medical or public safety emergency occurs at an event, first responders will be notified immediately for the safety of all present.

## **Violation of policy**

Violations of this policy may result in being banned from attending PSCV private events and gatherings, as well as having PSCV membership revoked. Any vendor or community partner who violates this policy may lose eligibility to partner with PSCV for future events.

## **Frivolous or Malicious Complaints**

Anyone who is found to have made a frivolous or malicious complaint, whether formal or informal, of bullying, harassment or discrimination may be subject to having their membership revoked, as well as being banned from PSCV events. Slander and libel are legal matters that may require investigation.

## **Questions, concerns, feedback**

For any questions, concerns, and/or feedback please email [psc2021@gmail.com](mailto:psc2021@gmail.com).

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\*PSCV reserves the right to change the terms and conditions of the Safe Space Policy at any time without prior notice. In the event that any changes are made, the revised Safe Space Policy shall be posted on the PSCV website immediately.

\*Last updated April 26, 2023.

*Our thanks to Nanaimo Pride Society for providing the model for this document.*