

SAFE SPACE POLICY

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1 POLICY STATEMENT

- 1.1 The University of Manchester Students' Union believes in liberation for all and everything that we do has equality and liberation at its heart. By enabling all of students to participate in the work that we do, we are helping to progress towards a fairer and more equal society.
- 1.2 Students are expected to respect the right of all members and staff to enjoy the Students' Union as a safe space environment, defined as a space which is welcoming and safe and includes the prohibition of discriminatory language and actions.
 - 1.2.1 The Students' Union is committed to providing an inclusive and supportive space for all students. This policy is applicable to the whole student community, whether an individual or a member within a group, including but not limited to; Students' Union societies, volunteering projects and assemblies and public social media. The Students' Union believes all students should be free from intimidation or harassment, and from prejudice or discrimination on the grounds of age, disability, marital or maternity/paternity status, race, religious beliefs, sexual orientation or sexual activity, gender identity, trans status, socio-economic status, or culture, or any other form of distinction.
 - 1.2.2 The Students' Union believe strongly in the right to free speech however acknowledge that this should not be to the detriment of the rights of other individuals and groups. Freedom of speech is important, yet intention to incite hatred is never acceptable.
 - 1.2.3 Students' Union recognises discrimination can occur wherever it is not consciously challenged. Any person in a Students' Union space or attending a Students' Union event, including in non- Students' Union buildings, is accountable for their own language and behaviour. If behaviour is reported that is not in accordance with this policy, members may be asked to leave immediately by staff or an elected full-time officer.

2 DEFINITIONS

- 2.1 Students' Union refers to the University of Manchester Students' Union Registered Charity number 1144146
- 2.2 Members of the Students' Union are as defined in the Students' Union Memorandum and Articles of Association
- 2.3 References to societies apply to all student groups facilitated by the Students' Union whether constituted as societies or not.

- 2.4 References to society committee members apply to leaders of all student groups facilitated by the Students' Union whether in a formal or informal leadership role.

3 REQUIREMENTS OF SAFE SPACE USE

3.1 Members of the Students' Union must not:

- say things that are likely to incite hatred against any individual or group
- set up societies or other groups as front organisations i.e. groups that promote ideologies or organisations other than those clearly expressed in their constitutional aims
- create an unsafe environment for any individual or group of individuals through unwanted attention
- create or seek to create an intimidating environment for any other member, member of staff or member of the general public
- deny any other member access to opportunities based on any irrelevant characteristic

3.2 Student society committee members must take all reasonable steps to:

- ensure that all events and activities of their society comply with this policy
- ensure that all events and activities of their society involving visiting speakers are granted the proper permissions in line with the visiting speaker process under the University of Manchester Code of Practice on Freedom of Speech
- ensure that their society is not being used to promote or recruit to extremist ideologies or groups
- host events in spaces that are accessible to every student (or in the case of public events every member of the public) who might be interested in them
- protect members and other participants in their activities from harassment or intimidation
- ensure that opportunities are open to all regardless of any irrelevant characteristics

3.3 Societies and representatives must not allow visiting speakers at events they have organised or promoted to:

- say things that are likely to incite hatred against any individual or group based on age, disability, marital or maternity/paternity status, race, religious beliefs, sexual orientation or sexual activity, gender identity, trans status, socio-economic status, or ideology or culture
- propose or promote punishment for anyone based on age, disability, marital or maternity/paternity status, race, religious beliefs, sexual orientation or sexual activity, gender identity, trans status, socio-economic status, or ideology or culture
- promote or recruit to extremist ideologies or groups

3.4 Societies must actively challenge any speakers or students who:

- say things that are likely to incite hatred against any individual or group
- propose or promote punishment for anyone based on age, disability, marital or maternity/paternity status, race, religious beliefs, sexual orientation or sexual activity, gender identity, trans status, socio-economic status, or ideology or culture

4 COMMUNICATION OF THIS POLICY

4.1 Every member of the SU is responsible for familiarising themselves with this policy

4.2 The Students' Union will highlight this policy to students and others through:

- Publication of the policy on the Students' Union website
- Society training and information provided for society leaders
- Announcements at the start of each democratic meeting including Assemblies
- Training of Student Reps
- All other methods as deemed appropriate

5 COMPLAINTS UNDER THIS POLICY

- 5.1 Complaints received may result in disciplinary action by the Students' Union in accordance with the Students' Union member's disciplinary procedure and/or Activities Bye-Law. Action that could be taken includes, but is not limited to, being banned from that activity, group or from all Students' Union activity and/or space.
- 5.2 Any complaints should be reported through the Students' Union complaints procedure by emailing info.su@manchester.ac.uk in the first instance.

ⁱ For clarity, reserving opportunities within the Students' Union and student societies for students of the University of Manchester is not prohibited by this – student status is a relevant characteristic in student groups