



### University of Lincoln Safe Space Policy

This policy covers any University of Lincoln Students' Union space, or University of Lincoln Students' Union event.

ULSU is committed to providing an inclusive and supportive space for all students. This policy is applicable to our whole student community, whether an individual or a member within a group, ULSU ratified student activity group, representative forum or ratified sport team. ULSU believes all students should be free from intimidation or harassment, resulting from prejudice or discrimination on the grounds of age, disability, marital or maternity/paternity status, race, religious beliefs, sexual orientation, gender identity, trans status, socio-economic status, or ideology or culture, or any other form of distinction. The ULSU Equal Opportunities Policy must always be applied to any activity or event.

ULSU will arrange mitigation to ensure the safety of our members and ensure a balance of opinions at any academic discussion or debate. Freedom of speech is important, yet intention to incite hatred is never acceptable. Any events held within ULSU spaces must be in line with the ULSU External Speaker Policy to ensure the safety of ULSU members.

ULSU recognises discrimination can occur wherever it is not consciously challenged. Therefore the event organiser is responsible for upholding this policy at any event, and ULSU venues staff or elected full-time officers may act in accordance with this policy within ULSU spaces.

Any person in a ULSU space or attending a ULSU event 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.

Student activity group Presidents will receive specific training on ULSU Safe Space Policy at the start of each academic year or when they are elected. These presidents have the responsibility to ensure this policy is enacted at their event and if needs be may ask individuals to leave. If presidents are not in attendance the lead committee member must take responsibility.

Complaints received may result in disciplinary action by ULSU in accordance with the ULSU Member Disciplinary Procedure as outlined in Standing Order 1002.

The Chair, member of ULSU staff, ULSU elected representative or student activity group President may immediately act upon a complaint through a number of ways including:

- Giving the complainant a platform to express their complaint.
- Reiterate to speakers and those in attendance of the Safe Space policy and issue them with a warning that they can be asked to leave an event.
- Ask any speakers or students complained against to leave.
- Work with any security put in place to remove speakers / attendees.
- Make the CEO (on behalf of the Board of Trustees) of the Students' Union aware of any complaint or incident that has violated the policy.

Any complaints after an event should be reported through the ULSU Complaints Procedure.