*EASTBIO Symposium Safe Spaces Policy*

1. Policy Statement

EASTBIO DTP commits to all students being able to participate freely whilst working under a Safe Spaces Policy which will include this event (EASTBIO Annual Symposium held on the 9th and 10th of June 2022). It builds upon our ongoing commitment to the principles of equality, diversity and inclusion (EDI) which we hold as a core principle of our work.

Safe space policies exist to create an environment which is welcoming for all individuals and EASTBIO DTP are dedicated to supporting this initiative. In safe space environments, sensitive issues can be discussed and therefore it is imperative to ensure the wellbeing of all participants. We therefore expect all participants to be respectful and act with compassion at all times.

1. Details and Requirements of EASTBIO’ S Safe Space Policy

This policy has been created with the understanding of society's systematic oppression of groups of people including (but not limited to) people of colour, disabled people, LGBTQ+ community, women, and people of lower socioeconomic backgrounds. Therefore, the aim of this policy is to actively oppose this systemic imbalance and challenge any discriminatory behaviours which may cause harm. EASTBIO and all affiliated universities act in accordance with the Equality Act (2010) which legally protects people from discrimination. We are employing a Zero Tolerance policy of any behaviours listed below towards staff, students, visiting speakers or supervisors, in addition to venue staff.

* Discrimination (defined as the unjust or prejudicial treatment of individuals or groups of individuals). Acts of discrimination includes both verbal and physical. Under the Equality Act (2010), the following characteristics are protected;
  + Age
  + Gender Reassignment
  + Marriage or Civil Partnership Status
  + Pregnancy or Parental Leave Status
  + Disability
  + Race
  + Religion or Beliefs
  + Sex
  + Sexual orientation
* Harassment (defined as any offensive behaviour directed at an individual or group of individuals which is non-consensual). Examples include (but not limited to); rumour spreading, cat-calling, malicious jokes, unconsented touching (e.g. groping).
* Abuse (defined as any action which intentionally harms or injures another person). Abuse can be either verbal or physical and examples can include (but are not limited to) sexual abuse, emotional abuse and physical abuse.
* Violence (defined as any aggressive action or behaviour that has the intention to hurt people). Acts of violence include threat of any such behaviours.

It is important to note that this policy covers communication and conduct; (a) in person, (b) online (examples including but not limited to social media posts, online forums, discussion boards), and (c) communication via text or phone call.

As EASTBIO commits to an equal, diverse and inclusive community, we would also encourage everyone to;

* Be aware of the connotations of their language
* Refrain from making assumptions about another person's gender, pronouns, sexuality, disability, ethnicity, life circumstances, or life experiences
* Be considerate of other people’s emotional and physical boundaries
  + If people are choosing to mask or keep distances due to Covid please respect this and do not challenge them for doing so.
* If required use trigger warnings to notify the audience of any information which individuals may find upsetting or emotionally distressing
* Allow others the time and space to speak, using appropriate, understood and agreed hand signals where relevant
* Be considerate of the social space in which you occupy, as well as the position and privilege you may have
* Be prepared to challenge any discrimination, abuse, or harassment;
  + In the event of violence, please do not put yourself in harm’s way but seek immediate help
* If you are challenged about your own behaviour, be open to feedback and learn from the experience
  + If you are unsure of the reason your language or behaviour was inappropriate or offensive, you may politely ask the complainant to explain (if they are able to or are willing to with the understanding that they do not owe you this explanation)

1. Reporting Policy Breaches and Consequences

It is the collective responsibility of all individuals to uphold the Safe Spaces Policy and challenge any behaviour that is unacceptable. We encourage reporting of any incident where there has been a breach of the Safe Spaces Policy. Reporting of any incident will be kept confidential. If you witness or experience any situation which you deem unacceptable or in breach, you can report it;

* At the time of the incident, by speaking to student helpers (identifiable by EASTBIO t-shirts, Maria or Sio)
* At a later time, by emailing Maria Filippakopoulou (maria.filippakopoulou@ed.ac.uk) or Sio Carroll (siobhan.carroll@ed.ac.uk).

Any behaviour which is not in accordance with this policy will be dealt with constructively. The actions taken will depend on the severity of the breach and may include verbal warning, asking the individual to re-read the Safe Spaces Policy, asking for recognition of wrongdoing and an apology. In extreme circumstances, you may be asked to leave the event and not be permitted to attend any such events in the future.

1. Communication Of This Policy

It is the responsibility of all members of the EASTBIO DTP to familiarise themselves with this policy. EASTBIO will highlight this policy through;

* Publication on the EASTBIO’ S website
* Announcement of the Safe Space Policy at the beginning of any EASTBIO event
* Other methods as deemed appropriate

1. Questions, More Information Or Suggestions Under This Policy

If you have any questions regarding EASTBIO’ S DTP Safe Spaces Policy, would like any further information, or have any suggestions on how to enhance our Safe Spaces Policy please contact Maria Filippakopoulou (maria.filippakopoulou@ed.ac.uk) or Sio Carroll (siobhan.carroll@ed.ac.uk).