



## Community Guidelines Policy

Current as of April 30, 2019

- I. The Community Guidelines Policy is applicable to all Woodsworth College Students' Association (WCSA) meetings and events, including those of affiliated/recognized clubs, and aims to ensure a safe, positive, inclusive and welcoming environment for all members of WCSA.
  
- II. All parties and members participating with the Woodsworth College Students' Association must:
  - a) Conduct themselves in a reasonable and responsible manner at all times;
  - b) Help to create a *safe space*:

A safe space is where all participants feel safe, comfortable and encouraged to express their identities, opinions and to share their lived experiences, free from discrimination and harassment in overt or discrete forms. Building a safe space means recognizing the privileges we experience. Privilege refers to our race, gender, sexual orientation, ability and other identities we have, how we are perceived or whether we may face discrimination or harassment for who we are as individuals. Privilege additionally means recognizing that individuals have intersecting identities and we may not always be familiar with how others choose to identify or how they might experience discrimination. As such, participating in a safe space requires us to not presume one's identity;
  - c) Be courteous and considerate of all members, and address differences in opinion with *civility*:

Civility implies respect for others, a willingness to hear each other's views, and the exercise of restraint in criticizing the view and actions of others;
  - d) Prioritize first-time speakers in meetings, and encourage and acknowledge all members who feel comfortable to partake in discussion and dialogue;
  - e) Strictly refrain from exercising discrimination based on, but not limited to, age, race, colour, place of origin, ethnic origin, citizenship, ancestry, native language, political or religious affiliations and/or membership, gender or sex, sexual preference or orientation, having a disability which does not prevent the performance of duties of a position (or if it does, accommodations are not beyond undue hardship), marital, family or parental status, and place of residence;
  - f) Avoid hate speech rooted in, but not limited to, anti-Islamic, anti-Semitic, racist, classist, ableist, homophobic, sexist, or transphobic sentiments; and
  - g) Strictly refrain from exercising or practicing any form of *harassment*:

Harassment is any vexatious comment or conduct that is known, or should be reasonably known to be unwelcome, such as: unwelcome remarks, jokes, innuendos, or taunts about a person; insulting gestures; offensive comments and/or actions



which demean, humiliate or threaten an individual or group; unnecessary physical contact or unwanted sexual overtures; sexual assault or physical assault.

- III. All members are encouraged to:
- a) Ask questions if they are unsure of any WCSA policies, procedures, or governing documents;
  - b) Contact the Equity Director of the organization to discuss their concerns;
  - c) Approach the President and/or the Vice President of Internal Affairs and/or the Equity Director of the organization if they feel uncomfortable or unsafe in the space; and
  - d) Report a violation of this policy by any party or member participating with WCSA under 'Article XI -Grievances' of the WCSA Articles of Constitution:
    - i. Any violation of this policy is subject to review by the President, Vice President of Internal Affairs and Equity director, who shall in turn make a recommendation to the Board, if necessary.
- IV. WCSA reserves the right to intervene in the event that any of the articles mentioned in this policy are not followed at any time in order to ensure the maintenance of a *Safe Space* of all participants.

