

EDIS Safer Space Policy

*All **EDIS participants** are required to read and follow this safer space policy for meetings and correspondence. The EDIS Interim Director and/or Programme Lead will implement this code and you may contact either to report a breach.*

Ethos

At EDIS it is our responsibility to create spaces, both offline and online, that are welcoming and respectful to everyone. Adhering to these agreements is a collective responsibility and everyone is individually responsible for checking their own behaviour. This includes EDIS members, the EDIS Development Board, EDIS staff and volunteers (collectively known as “**EDIS participants**” for the purpose of this document).

This policy aims to enable **EDIS participants** to enjoy, participate in and contribute to EDIS. It exists to ensure that individuals do not feel harassed or uncomfortable in participating in meetings, events and associated activities or communications (including via email).

EDIS explores concepts relating to equality, diversity and inclusion of individuals and underrepresented groups. This may include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation or any other aspect of diversity not included as a protected characteristic by the Equality Act 2010. Addressing and promoting equality, diversity and inclusion in research provides the opportunity to make research better and more relevant to all members of society. This approach to seek diversity is not to use differences to further marginalise groups without power or those who experience systemic exclusion.

We want to support and share the work of other organisations aligned to our vision and welcome approaches to do so. We are a values-led organisation and will uphold our values through our decision about engagement with individuals and organisations. In the case where an individual/ organisation we have given a platform to appears to have displayed behaviour in contravention to our values we will first approach them informally to clarify, understand and advise with the intention of supporting learning and growth. However, we reserve the right to cease supporting engagement with individuals/organisations who persist in contributing to an unsafe environment online or in person.

Expectations

EDIS is dedicated to providing a harassment-free experience for all **EDIS participants** involved in its activities and meetings, regardless of protected characteristics protected by the Equality Act or aspects of diversity not currently covered by the Act (e.g. socio-economic status). EDIS does not accept harassment or intimidation of **EDIS participants** in any form whether verbal, physical, or written (including on Social Media or by email).

Harassment includes, but is not limited to:

1. Offensive or unwanted conduct on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation which has the purpose or effect of violating dignity or creating an intimidating, hostile or degrading environment.
2. Use of sexualised or other inappropriate images or unwelcome sexualised content, inappropriate physical contact, unwelcome sexual attention or stalking.
3. Sustained interruption of speakers or those asking questions.
4. Unwanted photography or filming.

Intimidation includes, but is not limited to:

1. Making threats
2. Bullying
3. Personal attacks

EDIS participants who do not adhere to these rules will be asked to stop and expected to comply immediately. **EDIS participants** may be removed from any meeting or communications at the discretion of the EDIS Interim Director or Programme Lead if this behaviour continues.

If you are being harassed/intimidated, notice that someone else is being harassed/intimidated, or have any other concerns, please contact either the EDIS Interim Director or EDIS Programme Lead immediately. They will be happy to help you contact security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment or intimidation to feel safe at any meeting or activity (including online). They will be able to step in to remove you or others from a chain of communication, if this is the preferred action, and can also facilitate a discussion or mediation. If you wish, you may also nominate someone else to support facilitating any mediation or as an observer to this process.

EDIS welcomes any feedback on how we might improve this policy and make EDIS events, meetings and activities a safer space.