**BIKE DUMP SAFER SPACES POLICY DRAFT**

Last updated June 11, 2019

No space can be completely safe and free from oppression.  We would like this space to be welcoming and engaging, and we encourage everyone to be proactive in creating an atmosphere where the safety of others is valued. The Bike Dump is a survivor-centric and survivor oriented space, and abuse, sexual assault, and discrimination will not be tolerated.

Everyone entering The Bike Dump is asked to be aware of their language and behavior, and to think about whether it might be harmful to others. This is no space for violence, for touching people without their consent, for being intolerant of someone’s religious beliefs or lack thereof, for being creepy, sleazy, racist, ageist, sexist, hetero-sexist, trans-phobic, able-bodiest, classist, sizist, or for using any other behavior or language that may perpetuate oppression. By entering The Bike Dump, and/or participating in the activities of The Bike Dump, you agree to abide by these guidelines. We welcome the continuing discussion about and improvement of this policy.

Please keep the following in mind when utilizing our space or interacting with patrons of The Bike Dump:

* Respect everyone’s physical and emotional boundaries.  Ask first before touching, and listen and change your behavior if someone tells you that you are making them uncomfortable. Check in before discussing topics that might be triggering (e.g. sexual abuse, sexual experiences, physical violence, or encounters with the police).
* Be responsible for your own actions. Be aware that your actions have an effect on others despite what your intentions may be.
* Respect the pronouns and names of everyone.  Do not assume anyone’s gender identity, sexual preference, survivor status, economic status, background, health, etc.
* Respect people’s opinions, beliefs, experiences and differing points of view.
* Respect the sobriety of the space.  The Bike Dump and Red Road Lodge is a dry space and no drugs or alcohol are allowed on premises.  If a volunteer or patron appears to be intoxicated they may be asked to leave.
* Remember that this is not a secure space.  Do not bring any illicit or banned materials into it.
* Look out for kids and animals.  Try not to leave anything around that could endanger them or other adults.

People who have perpetrated interpersonal violence, assault and/or harassment on the premises may be asked to leave the space, unless they are actively engaged in an accountability process and currently in compliance with all the terms and/or demands of that process (according to the facilitators, the survivor, and/or whomever has been designated to monitor the agreements emerging from the process).

If a formal complaint is made regarding the behaviour of a Bike Dump volunteer *outside* of the premises, the collective members of the Bike Dump may form a committee to determine whether or not this behaviour endangers the safety of patrons and volunteers.  This committee will also discuss how to support this volunteer while maintaining the safety of patrons and other volunteers. This may include being asked to not volunteer during open shop nights until further notice.

Dealing with Conflict:

If you experience harassment, abuse, sexual assault, or if a perpetrator of sexual violence is interfering with your participation in an event/discussion, please approach a Bike Dump Collective Member / Employee / Trusted Friend whom you feel comfortable talking to. They are here to help with any conflicts arising from the violation of our policies on a case by case basis.

The Collective Members / Employees at The Bike Dump are empowered to enforce these rules, and to make the final decision on anyone’s expulsion.  And as stated earlier, The Bike Dump reserves the right to ask anyone who is in violation of our guidelines/store policies to leave when asked. When a decision needs to be made to give ‘benefit of the doubt’ to someone who has engaged in abusive behavior or to support to a survivor, the preference will be given to the survivor.