

# Safe Space Code of Conduct

**We invite you to be mindful that we have endeavored to create a safe space.**

We will remove people from our sessions if they do not agree to these terms and are not kind or respectful to us, young storyhouse participants, visiting artists, and especially those whose characteristics are protected by the [Equality Act 2010](#).

## Who does this apply to?

This code of conduct applies to all young storyhouse sessions attendees. This includes storyhouse staff, speakers, facilitators, sponsors, volunteers, staff and organisers.

## Why do we have a safe space code of conduct?

We aim to create an intentional space all attendees can enjoy without experiencing harassment or feeling unsafe. We expect cooperation from all those involved to help ensure a safer space for everybody.

## What we ask of you

We will not accept the following behaviours:

- Violence or threats of violence toward another person
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language or religion. Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- Deliberate misgendering or use of 'dead' or rejected names
- Deliberate intimidation, stalking, following, taking pictures or recording without permission
- Inappropriate physical contact or sexual attention
- Inappropriate social contact, such as requesting or assuming inappropriate levels of intimacy with others
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect other members or other vulnerable people from intentional abuse

- Sharing non-harassing private communication without permission

## People safety

We prioritise marginalised people's safety over privileged people's comfort. Our staff reserve the right not to act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."

## When the Code of Conduct is not followed

Participants asked to stop any harassing behaviour should comply immediately. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact us immediately at [learning@storyhouse.com](mailto:learning@storyhouse.com).

If a participant engages in harassing behaviour, storyhouse may take any action they deem appropriate, including warning the offender or removal from the session. If you are removed from a session, you cannot enter again.

If you think anything is missing, or could be made clearer, please contact [learning@storyhouse.com](mailto:learning@storyhouse.com). We would like to credit Amiokaa, Afrotech and AMA for supporting us with this code of conduct.