

Exiles Gaming and roleplaying club inc

Safer Spaces Policy



Exiles aims for an inclusive place where members can feel safe and be treated with respect, consent, peace, appreciation and consideration. Discrimination, bigotry, bullying, prejudice and intolerance are not acceptable.

What is a safer space?

A safer space begins from the realisation that mainstream society contains and operates structures of power and oppression that render some persons more likely to experience abuse, harassment, and trauma. Our safer space attempts to create a supportive, non-threatening environment that relies on open-mindedness, respect, and a willingness to learn from others.

It is a space free of discrimination and one that tries to preserve physical, emotional and mental safety.

It is a self-aware and self-critical space that recognises the various power structures that affect our day-to-day lives. In so doing, we strive to respect and understand the experiences and needs of others as well as how our behaviour affects them. It is not merely about making people feel "comfortable" but about resisting the unequal field of power and experience in society.

We enter this space with a commitment to mutual respect, mutual aid, anti-oppression, advocacy, conflict resolution, non-violence and community building. Everyone who enters a safer space has a responsibility to uphold the values of the space.

A safer space doesn't just exist for and benefit of people as individuals alone, it also exists for and benefits the space and the community as a whole. It is about building a community and that it is one for all and all for one. It is about creating a space where people who we don't even know yet would feel comfortable entering.

Safer spaces are fundamentally about members of communities actively engaging with each other in a mutual process of respect, learning, and empathy. They focus on people engaging in a continual discourse, whether that at the clubhouse, in the dojo, in their own games, or at a LARP.

A safer spaces agreement really is, at its core, a method for specific communities to work out how to resist discrimination and harassment, both personal and systemic. Basically, we start from a place where we respect our players, GMs, and members of our community, where we treat their experiences as valid and with empathy, and where we focus on unravelling the deeper root causes of any specific problem.

There is no such thing as a completely 'safe space'. We say 'safer' realising that not everyone experiences spaces in the same way as others, so any one set of guidelines established to create safety may not meet the requirements of everyone who may enter the space at any time and there may be complications or lapses in fulfilling those guidelines in practice.

We say safer space to emphasise that it is always something we are striving towards, and that there is always room to learn and develop our understanding and behaviour.

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Things we all need to do to help create a safer space:

- Respect people's physical and emotional boundaries. Always get consent before touching someone.
- Respect people's right to hold their opinions, beliefs, and different points of view.
- Be free from discrimination, including but not limited to sexism, racism, ageism, homophobia, queerphobia, subcultures, minority groups, and on the basis of ability, personal characteristics or lifestyle choices.
- Be responsible for your own actions.
- Tell someone if you are feeling unsafe, uncomfortable or unsure – being mindful of the need for mutual respect and appropriate boundaries while doing so.
- Listen if someone tells you they are feeling unsafe, uncomfortable or unsure. If they are addressing your own behaviour consider modifying it.
- Confidentiality – be mindful of people's privacy and don't share identifying or personal information without the express consent of the people involved
- Be aware that your actions do influence others despite what your intentions may be. If you feel your actions may have made the person feel unsafe, please address this with them, or an intermediary, and apologise.
- Be mindful of how people are interacting with each other (ie bullying dynamics). If you see something, say something. You will be supported.
- Keep the designated spaces drug-free and nicotine free. Be responsible with alcohol consumption.
- Be aware that raising your voice or other aggressive body language may be understood as abusive behaviour by others.
- Be respectful of others' identities, orientations, pronouns, labels and definitions and be aware of how your opinions, prejudices and experiences may shape your perceptions and behaviour.

Dealing With Grievances

Please articulate your requirements to those around you, and if you feel unsafe, uncomfortable, or experience any behaviour which crosses your boundaries please approach one of the admins or the designated event coordinator. They can talk to you about how you wish to resolve the issue and can act on your behalf if you desire.

They can act on your behalf if you do not feel comfortable raising an issue, or can assist you in dealing with more immediate problems. Whilst we acknowledge the autonomy of survivors, we would prefer to resolve issues without the police or other institutions. However, we recognise that this is ALWAYS an option for the survivor themselves to take into consideration.

For larger events a "chill-out space" will be designated ad-hoc if need be. This will be a place for people to have a cup of tea, be alone or with friends, and recuperate. Please seek this space out if you need it.

Any suggestions about this policy, please direct it to president@exiles.club

"Be excellent to each other" –Rufus.