

Arnolfini Safer Spaces Policy

Welcome to Arnolfini.

At Arnolfini we aim to create an environment in which all staff, visitors, and students feel safe and happy and where individuals are accepted so that safe, controlled discussion and debate can happen. The Safer Spaces Policy will encompass all building users into adopting a zero tolerance approach to the following behaviours towards any artists, staff, visitors or other persons:

- Violence - verbal or physical
- Sexual harassment
- Discriminatory comments and behaviour
- Abuse and unwanted attention / Invasive questions
- Isolation forced on by others behaviour
- Language or action which is homophobic, biphobic, transphobic, acephobic, sexist, racist or ableist,
- Homophobic, biphobic, transphobic, acephobic, sexist, racist, ableist, classist or bodyshaming oversight
- Undermining someone's identity (e.g. through intentional or repeated mis-gendering/incorrect use of pronouns)

BY ACTING IN ANY OF THESE WAYS YOU ARE IN BREACH OF OUR SAFE SPACE POLICY

This policy will ensure that complaints of this nature are dealt with in a consistent way which is fair to all parties, that staff are supported and trained to handle these situations, and that we actively encourage reporting of incidents which can be under-reported due to their sensitive nature.

During your time within the building we ask that you respect this policy and if any of these acts is seen or happens to yourself to report to our Duty Managers who will handle the situation.

Thank you.

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