

PLAY_STATION SAFER SPACES POLICY

"A safer space is a supportive, non-threatening environment that encourages open-mindedness, respect, a willingness to learn from others, as well as physical and mental safety. It is a space that is critical of the power structures that affect our everyday lives. Everyone who enters a safer space has a responsibility to uphold the values of the space." – 2015 Golden West Music Festival.

OUR ETHOS:

play_station is committed to providing a safe and harassment-free space for everyone, regardless of gender, gender identity/expression, sexual orientation, ability, physical appearance, size, race or religion.

We will not tolerate harassment. Being non-racist, non-sexist and non-homophobic is not enough. We believe that we must be actively anti all forms of oppression. While we cannot guarantee such an environment, we hope that this policy will help people feel comfortable to approach us with any concerns.

HARMFUL BEHAVIOUR INCLUDES BUT IS NOT LIMITED TO:

- Making racist/classist/homophobic/transphobic/ableist/fatphobic remarks.
- Catcalling or sexual harassment.
- Failure to respect the physical or emotional safety of others.
- Failure to read body language and invading the personal space of others.
- Cultural appropriation.
- Being too intoxicated to monitor your behavior and its impact on others.
- Disrespecting others rights to participate and enjoy this space.
- Purposefully misgendering or deadnaming others.

People who are unwilling to discuss and correct their harmful behaviour will be excluded from the space.

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GUIDELINES FOR UPHOLDING THIS SAFE SPACE AS A VOLUNTEER OR STUDIO ARTIST:

Respect the physical, mental and emotional boundaries of those around you.

Understand that your behaviour may inadvertently have a negative effect on others.

Be open to and willing to accept criticism.

Be cautious when assuming gender.

Be an active bystander if you see something problematic.

ADDITIONAL GUIDELINES FOR UPHOLDING THIS SAFE SPACE AS A FACILITATOR:

Be aware that you are in a position of privilege within this space.

Be aware at all times of the power you may hold and the effect this may have on your interactions with others.

Be aware that you are in essence a gatekeeper of this space. Actively examine and deconstruct your own prejudice and privilege.

Be ready and willing to discuss harmful behaviour of people you may consider friends.

Be ready to have frank discussions about how people conduct themselves within this space.

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DOING IT TOGETHER:

Whether or not it directly affects you, we encourage participants to call people out for harmful behaviour, if this can be done safely. If you do feel comfortable speaking up when someone is inappropriate, we ask that you refrain from confrontational behaviour that may spark aggression. It is more effective to quietly talk to the person and point out that they are making someone uncomfortable, rather than humiliating them or using physical force.

Sometimes it could be as simple as saying: 'I think women are just as able to fix a bike as men are' or 'that sounded a bit racist, can you explain what you meant?' If a person is invading another's personal space and failing to read body language, you could say "I don't think they're cool with that, would you mind giving them some space?"

If you are in a position to remove an individual from the space, you can ask them politely to leave explaining 'Because of your behavior, we're asking you to leave' or 'We don't tolerate the way you are acting, and we think it would be best if you leave now'.

We do not condone shaming anyone on social media or on any other public platform. We do not believe that this is productive action to take and can in fact cause a situation to become more harmful.

We want play_station to be a safe, enjoyable, productive, creative and inspiring place. We all have a part to play in this environment and we're excited to have you here with us, doing this mahi together.

(Thanks to Sara Cowdell of PAWA, Izzy Kember, 128 Radical Community Social Centre, Golden West Music Festival and Chronophonium for this policy which has been adapted to specifically suit play_station.)