

London Young Labour Safe Space Policy

This policy came into effect after the June 2015 meeting of the London Young Labour Executive Committee.

London Young Labour believes:

1. Members attending London Young Labour events and campaign sessions are entitled to enjoy a safe space, defined as a space which is welcoming and safe from discriminatory language and actions, based on age, class, disability, gender, gender identity, race and ethnicity, religion and sexual orientation.
2. That the above also applies to guests and speakers at LYL events, as well as LYL members.
3. That included in making LYL a safe space, is the responsibility to make sure events are held in venues as accessible as possible to the widest range of people, and that longer events allow for access breaks.
4. That encouraging and enabling a safe environment means that we need to instruct members on what is good conduct, as well as inappropriate conduct, in order to set a positive example.
5. That oppressive behaviour is generally unconscious, unintentional and a product of an oppressive society and environment, but is nonetheless unacceptable and should be prevented and challenged.
6. That oppressive behaviour must not be responded to with more oppressive behaviour in response.
7. That we should take collective responsibility for each other's' behaviour:
 - a. We should 'police' ourselves democratically, collectively and equally. We should not rely on policing 'from above'.
 - b. It is not possible to legislate away oppressive behaviour and it is not desirable to give anyone the power to try to do so.
 - c. We should act to prevent, challenge and rehabilitate but never to punish.
8. That poor behaviour should be challenged constructively, respectfully and, where appropriate, confidentially.
9. That we should be as inclusive as possible but that it is, nonetheless, sometimes necessary to exclude people from a space.

London Young Labour believes the following is Good Conduct:

10. The person/persons organising or chairing the event have a responsibility to remind attendees of our Safe Space policy at the start of the event and all debates.

11. At events and debates, respect the authority of the person chairing, and only challenge it through the appropriate structures.
12. Treat each other with respect and courtesy, even when challenging their behaviour
13. Do not discriminate against anyone on the basis of age, class, disability, gender, gender identity, race and ethnicity, religion and sexual orientation.
14. Get explicit verbal consent before touching someone
15. Avoid assuming the opinions and identification of other participants
16. Act in a spirit of comradely co-operation
17. Give one another the time and space to speak, using appropriate, understood and agreed hand signals where relevant, and refrain from speaking over, interrupting, heckling, laughing at or otherwise distracting from the speaker who holds the floor.
18. Take collective responsibility for ensuring good conduct is followed, and where it isn't use appropriate and constructive channels to challenge it.

London Young Labour policy on removing attendees from events:

19. Only in extreme circumstances will an attendee at an LYL event be asked to leave, and LYL will always work to be as inclusive as possible, but also recognises that sometimes exclusion is necessary.
20. LYL Committee will appoint 'Safe Space Officers' for events, who will be collectively responsible for making decisions regarding removals in serious breaches of safe space.
21. For most the events 'Safe Space Officers' will be all LYL committee members present at the event.
22. For unusually large events, such as conferences, or AGM, LYL committee will appoint between 2-6 Safe Space Officers who will be responsible for making decisions regarding removals. All the Safe Space Officers must be in an attendance at the event. The number of Safe Space Officers should be 6 where possible, and only decrease if availability or other special circumstances require it to.
23. Safe Space Officers have the power to ask someone to leave an individual event by the unanimous decision of all Safe Space Officers present, if **all** of the following criteria are met:
 - a. A member of the LYL has requested that the individual(s) is removed from the event or set of events.
 - b. There is good reason to suspect that the individual(s) poses a serious risk to the safety of other participants.
24. The decision to remove someone from an event should not be interpreted as a pronouncement of guilt or innocence, nor a recommendation to other organisations for how they should act.

25. The decision must also be reported to the excluded individual and the member who made the request.