

## **Safe Space Policy**

Everything that we do has equality at its heart. By enabling all of our members to participate in the work that we do, we are helping to progress towards a fairer and more equal society.

Sometimes, sticking to an Equal Opportunities Policy can seem a little daunting. Please remember that a small amount of effort on your part can make all the difference in creating a genuinely safe space, in which everyone can play a part.

UPSU therefore has a Safe Space policy in regards to our environment that we control and the way that our members, staff and visitors behave whilst involved in our work or social activities.

Our policy is:-

1. UPSU will provide a safe and comfortable environment for its members and will take reasonable measures to ensure this policy is enforced.
2. Anyone on union premises, events or representing the union through activities is subject to this policy

## **Feeling Uncomfortable?**

We take all complaints seriously. If you have been intimidated, harassed, or made to feel uncomfortable, or if you feel that the equal opportunities policy has been broken, it is vital that you let us know about it. Speak to a member of the Union Executive Committee, who are responsible for ensuring that the Equal Opportunities Policy is upheld.