

## **Safer Spaces Policy**

Luvins Arms Animal Sanctuary is a safer space, which means that it is intended to be a welcoming, engaging and supportive environment free of oppressive actions, behaviors, and language. Staff, volunteers and visitors are asked to consider how their language and behavior impacts others in this space.

The following guidelines will help Luvins Arms be a safer space:

- Respect people's physical and emotional boundaries
- Always get explicit verbal consent before touching someone or crossing boundaries
- Respect people's opinions, beliefs, differing states of being and differing points of view
- Be responsible for your actions, and aware that they may have an effect on others **regardless of original intent**

The following actions and forms of discrimination and abuse will not be tolerated:

- Racism, sexism, classism, ableism, homophobia, transphobia, and all other forms of discrimination
- Theft of money or property
- Physical, verbal, or mental abuse
- Sexual harassment, inappropriate/unwelcome comments and behaviors
- Disruptive or disrespectful behavior
- Causing someone to feel distressed or unsafe

Many of the guidelines and actions outlined within this safer spaces policy apply to making Luvins Arms a safer space for our residents, too. Language or actions that disrespect or disparage the residents will not be tolerated.

Should an issue arise, Luvins Arms staff will be available to mediate on-site and attempt to find a solution. Luvins Arms reserves the right to ask anyone who is violating the safer spaces policy to change or address their unsafe behavior or language, or leave the premises if needed.

If unsafe behavior or language persists despite mediation or otherwise addressing the situation(s), the person or persons involved may be asked not to return to the Luvins Arms property or other Luvins Arms spaces moving forward.

If you experience or witness any behavior that crosses your boundaries or makes you feel uncomfortable, please feel encouraged to speak with or seek support from an available staff member at any time.