

# SAFER SPACES

We are committed to creating a safe and welcoming space for everyone.

## We do not tolerate:

- Harassment - *including staring & intimidation*
- Discrimination
- Unsolicited attention & comments
- Unsafe behaviour

If you see this, let us know.  
We'll listen. We'll act.



Scan the QR code or speak to a member of our team to report anything that makes you feel uncomfortable.





# ACTIVE MID DEVON SAFER SPACES CHARTER

## Our Promise:

Active Mid Devon provides a safe and inclusive environment for everyone. We believe everyone deserves to enjoy our facilities and programs free from harassment, discrimination, and harm.

## What We Stand For:

- **Respect:** We treat everyone with respect and courtesy.
- **Inclusivity:** We welcome and value diversity.
- **Safety:** We prioritise the well-being of all participants.

## What We Don't Tolerate:

- **Harassment:** Any form of verbal, physical, or online harassment, including unwelcome sexual advances, discriminatory remarks, and intimidation.
- **Discrimination:** Unfair treatment based on protected characteristics.
- **Unsafe Behaviour:** Any actions that create a hostile or threatening environment.

## What To Do If You Experience or Witness Something:

- **Speak Up:** If you feel unsafe or uncomfortable, or see something that concerns you, please tell a member of the Active Mid Devon team immediately. Any staff member can help.
- **We'll Listen:** We will listen to your concerns with respect and confidentiality.
- **We'll Act:** We will take appropriate action to address the situation and ensure your safety.

## Your Safety is Our Priority:

We are committed to creating a safe and welcoming space for everyone. We will not tolerate any behaviour that undermines this commitment.

# ACTIVE MID DEVON SAFER SPACES CHARTER

Active Mid Devon is committed to creating a safe and inclusive environment for all participants in our activities and events. We believe everyone has the right to enjoy our facilities and programs without fear of harassment, discrimination, or harm. This charter outlines our commitment to addressing and preventing unsafe behaviour.

## Our commitment:

We will endeavour to address any form of harassment.

Harassment includes, but is not limited to:

- **Verbal abuse:** Derogatory comments, slurs, or epithets related to race, ethnicity, religion, gender, gender identity, sexual orientation, age, disability, or other protected characteristics.
- **Sexual harassment:** Unwelcome sexual advances, requests for sexual favours, and other verbal or physical harassment of a sexual nature. This includes sexual image in public spaces, deliberate intimidation, stalking, harassing photography or recording, inappropriate physical contact, and unwelcome and unreciprocated sexual attention.
- **Discrimination:** Unfair treatment or exclusion based on protected characteristics.
- **Intimidation:** Creating a hostile environment through aggressive or threatening behaviour.

## Expected behaviour:

All participants are expected to:

- **Treat everyone with respect and courtesy.**
- **Be mindful of their language and actions.**
- **Respect personal boundaries.**
- **Refrain from any form of harassment or discrimination.**

## Reporting procedures:

If you are being made to feel uncomfortable or uneasy, if you are being harassed or notice that someone else is being harassed, or have any other safety concerns, please contact a member of the Active Mid Devon team immediately. You can approach any team member who will be able to direct you to the appropriate person on-site.

# ACTIVE MID DEVON SAFER SPACES CHARTER

## What you can expect:

When you report an incident to the Active Mid Devon team, you can expect the following:

- A private conversation with a team member, who will listen to your concerns and take a confidential record of the incident using an AMD Incident report form. We will respect your privacy to the best of our ability, within the limits of our legal obligations.
- We will discuss potential options for action with you, which may include:
  - Mediation between parties (if appropriate and agreed upon by all parties involved).
  - Issuing a warning to the offender.
  - Temporary or permanent exclusion of the offender from Active Mid Devon facilities and programs.
  - Referral to external authorities, such as the police.
- Our utmost concern is the safety and well-being of all participants. We will take appropriate action to ensure this, which may include removing someone from the premises or contacting law enforcement.
- We will take into consideration your preferred course of action, but the Active Mid Devon team will have ultimate responsibility for determining the appropriate response to maintain a safe environment for everyone.
- We will contact the police if you ask us to, or if there is an immediate risk to the safety of anyone at the facility.

## Confidentiality:

We understand the sensitive nature of these reports and will handle all information with discretion. Information will only be shared on a need-to-know basis and in accordance with our legal obligations.

## Retaliation:

Retaliation against anyone who reports a concern or participates in an investigation is strictly prohibited and will be subject to disciplinary action.

## Charter Review:

This charter will be reviewed and updated periodically to ensure its effectiveness.