



**In Session**

**FKA**

**GRADJOB**

**Safer Space Policy**

**2021**

In Session FKA GRADJOB aims to create a space built on the principles of respect, understanding and kindness, where everyone feels able to express themselves and ask questions. We also want everyone to take part in the programme without the fear of experiencing prejudicial or offensive behaviour – which will not be tolerated – and our Safer Spaces Policy is an opportunity to prompt discussion and raise awareness amongst our Partners, Contributing Artists and cohort.

We have high expectations of how we behave towards each other in our meetings, workshops and social spaces. We will not wait for issues of harm to happen but will proactively challenge oppression & hierarchy in everything we do.

The In Session programme aims to be inclusive of the largest number of Contributing Artists, Partners and Co-contributors with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of race, gender, age, trans status, sexual orientation, physical appearance, body size, nationality, skill/ knowledge level/ experience, disability, ethnicity, socioeconomic status, religion (or lack thereof), nationality, political views, asylum/immigration status, viral status, care responsibilities or criminal convictions.

In Session is a diverse group, and some of us experience different kinds of oppression and violence at the same time, including racism, disableism, poverty, transphobia, misogyny, homophobia, islamophobia as well as others. These oppressions are not separate from each other which can be exhausting and painful. We want to create a community that recognises and challenges the oppression and exploitation that some of us are harmed by and some of us benefit from.

Joining the In Session programme, means that you understand and are committed to our Values, EDI aims and Code of Conduct. This is a 'living' document that will change as we learn and grow, and as such will be reviewed annually. It should tell you what you can expect from In Session and what you commit to as part of the In Session community.

In Session does not have a permanent physical venue, but we apply this agreement to any space we inhabit – virtual or physical. This includes, but is not limited to workshops, socials, meetings, social media and other forms of communication that regard or involve In Session.

## **Our Safer Spaces Policy recognises that:**

- Systematic oppression excludes certain groups whilst providing others with unequal power. The Safe Space Policy is designed to protect oppressed groups and enable their full participation in the In Session Programme.
- It is everyone's responsibility to challenge prejudice and oppression, and if we ignore it we are allowing it to happen and this makes existing power imbalances worse.
- Everyone has a right to be heard and a responsibility to listen (people who are used to talking may feel the benefit of listening more, and vice versa).
- Respect and care in a social and cultural space is vital to ensure that everyone can benefit from what In Session has to offer.
- We will all engage in social, political and cultural discussions relating to personal and professional issues we encounter in the arts. However strongly you feel about a particular topic, keep discussions respectful.
- Our Code of Conduct does not cover everything and it is up to all of us to help create a space where everyone feels safe and included.

## **Code of Conduct**

Our Code of Conduct is one of the ways we put In Session's values into practice. We want to make sure that everyone has a safe and supportive learning environment where they feel respected and valued. This Code of Conduct outlines our expectations for all those who participate in our community, as well as the consequences for unacceptable behaviour. Upholding these ground rules is a collective responsibility and people should be confident in challenging any behaviour that contradicts these guidelines.

By creating this Code of Conduct, we help foster a safer space which is less about an absolute security in which there is no risk, no pain and no difficult conversations, but rather more about a redistribution of the risks and discomforts of speaking and organizing.

We would prefer to live in a society where we do not need codes of conduct. However, codes of conduct are essential to establish spaces that are different from – and more inclusive than – general society. If you don't set up your own rules, you implicitly endorse those prevalent in society – including the unwritten ones – many of which we recognize as unfair to many people. When privileges are not explicitly addressed by the ethos of a space, the burden of education will often be placed upon the people who are living the oppressions. Moreover, since we still perform – consciously or unconsciously – behaviours that have oppressive potential (i.e. patriarchal, racist, sexist, capitalist, (neo)colonialist, etc.), it is essential to reflect on our privileges and on the ways in which they have an impact on our lives and the lives of others.

A code of conduct can help do just that: to bring awareness, consciousness, reflexivity and ultimately change.

Don't be scared off by these rules! They are in place to protect us, not to intimidate people from interacting with each other in a positive manner. This Code of Conduct is open to any suggestions and criticism: we are happy to learn and improve.

We invite all of you to help us create safe and positive experiences for everyone - so here are some ground rules:

## **Expected Behaviour**

- Respect the time of Contributing Artists and fellow Co-contributors by arriving on time (if you are running late or are unable to attend a session please email an Organiser before the session).
- Please contribute whatever you can; this will be different for everyone and that's fine. It's ok to make mistakes. Please show appreciation for the hard work of others and be considerate when you offer criticism.
- Participate in an active way. In doing so, you contribute to the richness and longevity of this community.
- Exercise consideration and respect in your speech and actions. If you are challenged, do not become defensive, but listen and think and learn.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- Please avoid making assumptions about gender, sexual/romantic orientation, abilities, ethnic identity, survivor status, or life experiences. If you aren't aware of what someone's gender is, and don't know which pronoun to use, just ask them.
- Please ask before touching anyone without permission. It's easy, and the worst thing that happens is someone says no! That includes hugging – you might not know that it makes some people uncomfortable, but it does, so please ask first.
- Be mindful of your surroundings and look after each other. Let an Organiser know if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct.
- Be aware of the language you use in discussion and how you relate to others. Try to speak slowly and clearly and use uncomplicated language. Language can be a barrier to participation, you all come from different educational and cultural backgrounds and we want everyone to feel included.
- Be considerate of how much you are speaking to avoid dominating the conversation, and avoid interrupting other people who are sharing their views. We encourage you to listen to views which are different from your own, but feel confident in expressing opposition in a non-confrontational way.
- Make sure that you follow COVID-19 government guidelines at workshops and social events including wearing a face covering (unless exempt), maintaining good hygiene practices and upholding social distancing at all times.

## **Unacceptable Behaviour**

Unacceptable behaviours include: intimidating, harassing, abusive, discriminatory, intentional misgendering, derogatory or demeaning speech or actions by any participant in our community online, at workshops, social events and in one-on-one communications.

Harassment includes:

- Harmful or prejudicial verbal or written comments related to race, gender, age, trans status, sexual orientation, physical appearance, body size, nationality, skill/ knowledge level/ experience, disability, ethnicity, socioeconomic status, religion (or lack thereof), nationality, political views, knowledge about contemporary art, asylum/immigration status, viral status, care responsibilities or criminal convictions.

- Trolling, i.e. sustained disruption of conversations, talks or other events
- Non-consensual photography or recording
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides)
- Deliberate intimidation, stalking or following
- Non-consensual physical contact
- Unwelcome sexual attention
- Microaggressions, i.e. small, subtle, often subconscious actions that marginalize people from oppressed groups
- Minimizing other people's experiences

Please also be aware that many people from marginalised groups have had to explain themselves a lot and it's not fair to assume that everybody has time and energy to give you explanations or to educate you on topics you may be curious about.

## **Consequences of Unacceptable Behaviour**

Unacceptable behaviour from any community member, including Organisers and those with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to stop immediately. We have no discussion about how your behaviour was meant. What we care about is how it makes our participants feel. Please respect that if one of the participants is hurt by your behaviour, it is on you to change it.

If a community member engages in unacceptable behaviour, Organizers will take action. We have a zero tolerance approach to instances of unacceptable behaviour and any breach of this Code of Conduct will be handled in line with our Complaints Procedure. This may result in us terminating the working relationship or removal from the course.

## **If You Witness or Are Subject to Unacceptable Behaviour**

If you are subject to or witness unacceptable behaviour, feel someone is being treated disrespectfully, or have any other concerns, point out the problem to any organiser you feel comfortable talking to as soon as possible. You can also reach us via email: [gradjob.programme@gmail.com](mailto:gradjob.programme@gmail.com).

## **Addressing Grievances**

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify one of the event organizers via email or in person with a concise description of your grievance. Your grievance will be handled in accordance with our existing governing policies.

In Session will prioritise people with protected characteristics' safety and therefore we will not act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'.
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you".
- Communicating in a 'tone' you don't find congenial, i.e. 'tone policing'.
- Criticising racist, sexist, cissexist, or otherwise oppressive behaviour or assumptions.