



## Safe Space Policy Guidelines

Everyone that attends an MD meeting or any AAD event that is held at the Edmonton Association of the Deaf Community Centre whether or at another located or held virtually is entitled to feel safe and welcomed.

What behaviours are not accepted by MD at any meeting/events:

- Bullying, mocking, or making fun of someone
- Swearing toward a person
- Negative, argumentative commentary
- Not respecting meeting procedures or authority of the president and board
- Blaming or accusing someone
- Slandering someone's name (Note: Slander is ILLEGAL and will not be accepted at all)
- Homophobia, Transphobia, Racism
- Aggressive behaviour such as pushing, getting into someone's face or into their personal space, throwing things, or kicking.

If someone is using inappropriate language, bullying, or slandering someone's name, these steps will be taken:

1. First warning
2. Second advance warning of if this continues, the person will be asked to leave.
3. If the behaviour continues, the person will be asked to leave the community centre immediately.

The president or acting president has full authority to ask persons to leave if their behaviour goes against our Safe Space guidelines. The AAD Board will support this decision unanimously.