

This policy covers any GSU space, or GSU event, and is produced in line with the requirements of By-law 3 "Conduct & Complaints".

GSU is committed to providing an inclusive and supportive space for all students. This policy is applicable to our whole student community, whether an individual or a member within a group, GSU ratified student activity group, representative group, or sport team. GSU believes all students should be free from intimidation or harassment, resulting from prejudice or discrimination on the grounds of age, disability, marital or maternity/paternity status, race, religious beliefs, sexual orientation, gender identity, trans status, socio-economic status, or ideology or culture, or any other form of distinction.

GSU will arrange mitigation to ensure the safety of our members and ensure a balance of opinions at any academic discussion or debate. Freedom of speech is important, yet intention to incite hatred is never acceptable.

Any events held within GSU spaces must be in line with the GSU Guest Speaker Policy to ensure the safety of GSU members.

GSU recognises discrimination can occur wherever it is not consciously challenged. Therefore the event organiser is responsible for upholding this policy at any event, and GSU venues staff or elected full-time officers may act in accordance with this policy within GSU spaces.

Any person in a GSU space or attending a GSU event is accountable for their own language and behaviour. If behaviour is reported that is not in accordance with this policy, members may be asked to leave immediately by staff or an elected full-time officer.

Student activity Group Leaders (in particular Presidents/Chairs/Captains/other named lead committee members) will receive specific training on GSU Safe Space Policy at the start of each academic year or when they are elected. These Group Leaders have the responsibility to ensure this policy is enacted at their event and if needs be may ask individuals to leave. If Group Leaders are not in attendance the lead committee member must take responsibility.

Complaints received may result in disciplinary action by GSU in accordance with the GSU Members Disciplinary Procedure (By-Law 3.d)

External speakers and GSU students attending a debate, GSU Assembly, a Members Meeting or the Annual Members Meeting must be briefed on GSU's Safe Space Policy.

The Chair, member of GSU staff, GSU elected representative or student Group Leader may immediately act upon a complaint through a number of ways including:

- Giving the complainant a platform to express their complaint.
- Reiterate to speakers and those in attendance of the Safe Space policy and issue them with a warning that they can be asked to leave an event.
- Ask any speakers or students complained against to leave.
- Work with any security put in place to remove speakers/ attendees.
- Make GSU aware of any complaint or incident that has violated the policy.

Any complaints after an event should be reported through the [GSU Complaints Form](#).