



# Sister Shack

## Safer Spaces Policy



This is an **Easy Read** guide to our safer spaces policy.

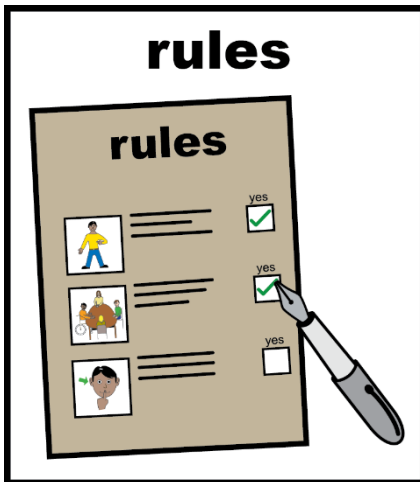
We have tried to make sure this guide matches the policy as much as possible.

This guide was made by Si Long Chan for Sister Shack (2025).

# What is in this guide?



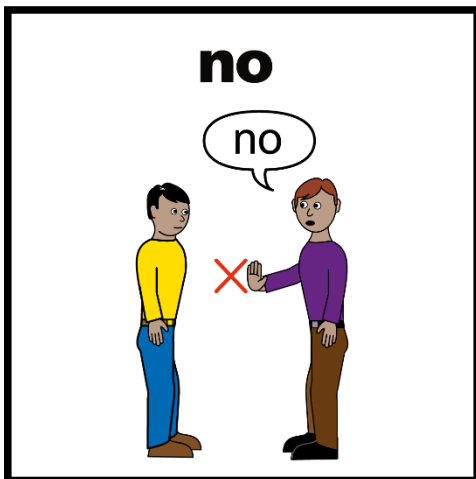
1. About Sister Shack



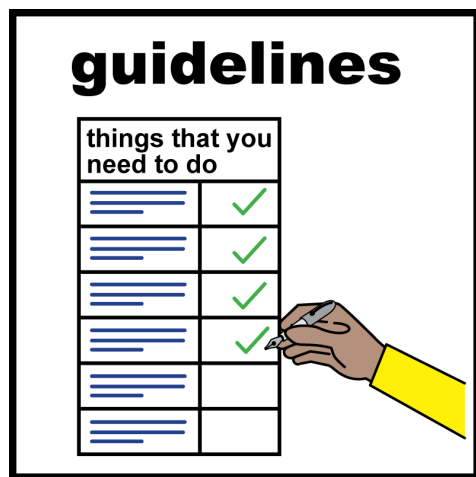
2. What is a safer space policy?



3. What is a safer space?



4. A zero tolerance policy



5. Our expectations



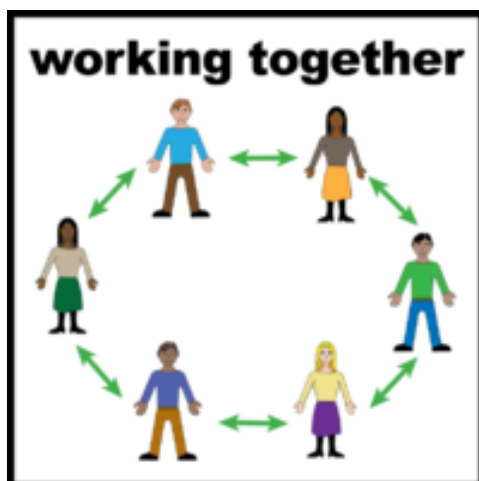
6. Making our spaces work for everyone



7. Pronouns



8. We say no to taking from our communities



9. Safer Collaborations



10. Safer Venues



11. Contact us about any issues  
or concerns

# 1 About Sister Shack:

Sister Shack is led by:



- Black and People of colour
- Queer people (**QTIBIPOC+** and **LGBTQIA+**)
- Intersectional Feminists

We work for:



- Justice for people
- Inclusion
- Support for people who are treated unfairly in society

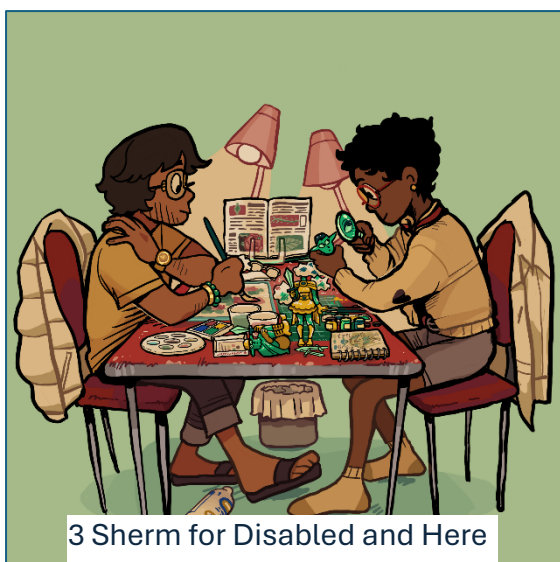
We are a **Community Interest Company (CIC)**:

This means we do our work for our community, not to make money.

## Who We Are

We are a **‘by and for’** group.

This means:



- We are part of the communities we work with.
- We have lived through similar experiences.
- We understand what people in our communities need

We believe in:

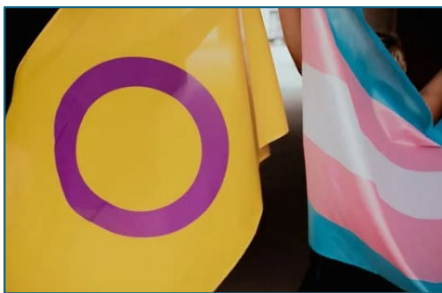


- Safer spaces
- Fair treatment for everyone
- Belonging and inclusion

## Who We Support

We support people who often don't get the support they need.

This includes:



• **QTIBIPOC+** (Queer, Trans, Intersex, Black, Indigenous, and People of Colour)



• **LGBTQIA+ people** from the global majority (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual+ people).



• **Women**

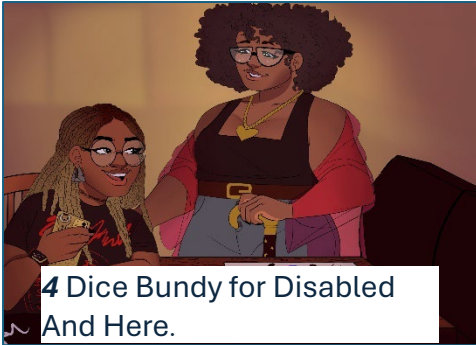


• **People seeking safety and refugees** (asylum or sanctuary)





- **Disabled people**



- **People who are part of more than one of these groups**

## What We Do



- Some are **open to everyone**
- Some are **just for certain groups**

We do this because:

- Different people need **different support**



- Everyone deserves to feel **safe and welcome**

## Be a Respectful Guest

If you come to our space and you are **not part of these communities**:



You are welcome

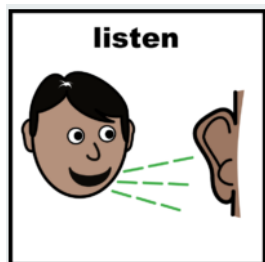
But please remember:

You are a **guest** in our space.

**Please:**



- Be respectful



- Listen



- Participate

## 2 What is a Safer Space Policy?

A **safer space policy** is a set of rules that helps make a space:



- **Welcoming**
- **Inclusive** (open to everyone we support)



- **Respectful**
- A place where people feel safe to join in

### Who is not welcome?

We do **not** welcome people who:



- Support **violence or hate** (such as genocide)
- Push **oppressive ideas**



- Come with **harmful or cruel goals**



Our events are for people who want to care for and support each other.

## What does “safer” mean?

We say “**safer space**” – not “safe space” – because:



- No space can be **100% safe**
- There are still **unfair systems** in the world

But we **do our best** to make our spaces as safe as possible.

## Why we don't say "brave space"

Some people say "brave space".

We **don't** use these words, because:



- It can put pressure on already marginalised people (people who are already treated unfairly)

- It asks **marginalised people** to be extra brave

We believe **everyone should be responsible** for their actions

## What we expect from you

We ask you to:



- Follow our **safer space policy**
- Be kind and respectful to others
- Help us make the space welcoming for everyone we support

We are open to talking about our policy.

We want to **work together** to make our spaces better.

# 3 What is a Safer Space?

A **safer space** is a space where everyone is:



- Responsible for their actions



- Thoughtful with their words

- Thoughtful about how they behave



- Open to learning from mistakes.

## What does being responsible mean?

Being responsible means:



- Coming into the space with **good intentions**

- Making sure our **words and actions match** those good intentions



- If someone tells us we have **hurt them or others**, we:



- **Listen**
- **Take it seriously**
- **Try to do better**

Even if we didn't mean to hurt someone, we still need to take **responsibility**.

## **Why is this important?**

When we are all responsible, we can:



- Build a space that feels **fair and safe for everyone**
- **Care for each other**
- Create **stronger connections**



- **Learn from each other's experiences**

Everyone helps make the space safer – not just one person.

# 4 Our Zero Tolerance Policy

We have **zero tolerance** for harmful behaviour.

This means:



We **do not allow** certain actions in our spaces – ever.

If someone breaks these rules, they will be **asked to leave** and may face further action.

## 1. No Violence or Abuse

We do **not allow**:



- **Physical violence** (hitting, pushing, etc.)



- **Sexual abuse or harassment**



- **Emotional or psychological abuse** (like bullying or gaslighting)



- **Financial abuse** (controlling someone's money)



- **Domestic abuse**



- **Abuse online or through technology**



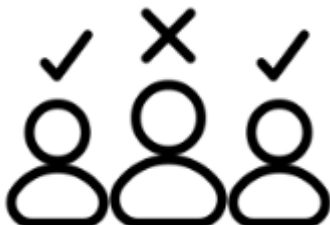
- **Spiritual abuse** (misusing beliefs or religion to harm)

## 2. No Discrimination or Hate

We do **not** allow:



- Any **hateful behaviour**, in words or actions



- Any **unfair treatment** of people based on who they are

This includes (but is not only):



- **Racism** (against Black and people of colour)

- **Misogynoir** (hatred of Black women)

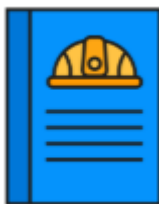


- **Transphobia** (hatred or fear of trans people)

- **Transmisogyny** (hatred of trans women)



- **Endosexism** (against people who are intersex)



- **Classism** (treating people unfairly because of money or background)



- **Heterosexism** (against LGBTQIA+ people)



- **Misogyny** (hatred of women)



- **Ableism** (against disabled people)



- **Allosexism** (against people with different sexual experiences)



- **Cisgenderism** (against people who are not cisgender)



- **Ageism** (treating people unfairly because of age)

## If You Break These Rules

If you hurt others in these ways, we will:



- **Ask you to leave straight away**
- **Or remove you from the space**
- We may also take **further action** depending on what happened

# 5 Our Guidelines and Expectations

These are the rules and values we follow in our spaces. They help keep our events **safe, fair, and respectful** for everyone.

## Do Not Use Privilege to Cause Harm



- Everyone has different **levels of privilege** (power, safety, support).

- Do **not use your privilege to hurt others** or take up too much space.



- You can use your privilege to **support others**, not harm them.

## Be Aware of Your Privilege



- Think about the **power or safety** you may have.

- Notice how this may **affect others around you.**



## Take Racism Seriously



- Racism can happen **anywhere**, including **here**.

- It can also be **internal** (learned or unspoken).



- Think about **any racism** you may carry or benefit from, and work to change this.

- We do **not allow any racist or anti-Black words, actions, or behaviours** in our spaces.

## Respect Boundaries



- Respect people's **personal space**.

- Respect **emotional boundaries** – don't push others to talk or share.

## People Have Different Lives



Everyone has a different story and background.

People are different in:



- **Race**
- **Gender**
- **Sexuality**
- **Disability**
- **Class or income**

Do not make **assumptions** or **stereotypes** about people.

## Survivors in our spaces



- Some people may have lived through **violence** or **harm**.
- Be **gentle and respectful** – you may not know what someone has been through.

## Ask Questions Respectfully



- You can ask respectful questions.
- But remember: **no one has to answer** your question if they don't want to.

### Don't Ask Intrusive Questions

- Do **not ask** intrusive questions about someone's:



- **Sex**
- **Body parts**
- **Gender identity**

## Respect Hidden Disabilities and Needs

Anyone might have:



5 Jonathan Y. Eden for Disabled And Here.

- A **disability**
- Be **neurodivergent**
- Have **health conditions**

Do not assume anything about someone.

Respect people's **access needs** (e.g. quiet space, seating, captions).

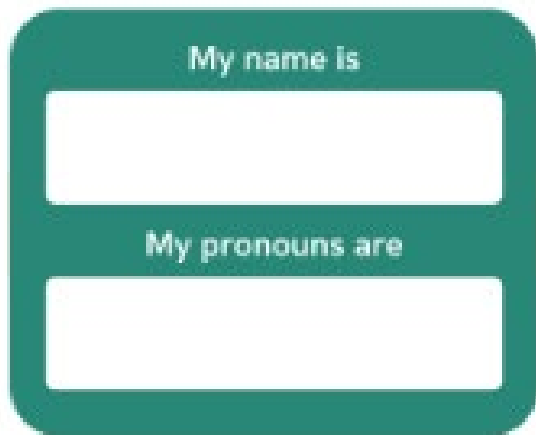
## Content Warnings



- If you're sharing something that might be upsetting, give a **content warning** first.

But remember: marginalised people **can share their own stories**, even if they are difficult for you to hear.

## Pronouns



My name is

My pronouns are



THEY / THEM

- Not everyone feels safe or ready to share their **pronouns** (like he/she/they).

- Some people do not have pronouns. You can use these people's names instead of pronouns.

- If you don't know someone's pronouns:
  - Use their **name**, if you know it
  - Use **gender-neutral words**, like "they" or "everyone"

## Taking Photos or Videos



- If you want to take a **photo, video, or screenshot**:
  - Ask **permission first**
  - If you want to **share it online**, ask for **extra permission**

## When Something Happens



We want our space to be safe and fair.  
But if something **goes wrong**, here is what to do:

### If something happens to you

If someone is:



- **Abusive**
- **Disrespectful**
- **Discriminating** against you



- Breaking any of our **rules**



**You can speak to us.**

We are here to **support you.**



Please talk to an **organiser** or **venue staff member** and tell us what happened.

## If you see something happen

If you see someone being:



- Abusive
- Discriminating against someone
- Hurtful or disrespectful

Don't be silent. Please **say something**.



Speak to an **organiser** or **venue staff** straight away.



## 6 Making Our Spaces Work for Everyone

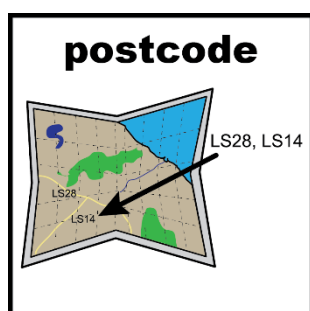
At **Sister Shack**, we believe a **safer space** must also be an **accessible space**.

We want everyone to feel **welcome and included**.

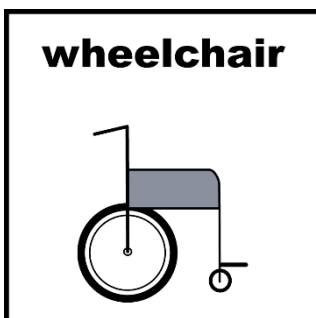
### Before Our Events

We will tell you **important access information** ahead of time.

This includes:



- How to get to the venue



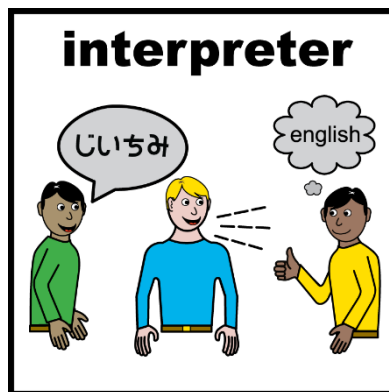
- If the venue has **step-free access**



- If there is a **quiet space**



- What the **toilets** are like



- What **access tools** (like captions or interpreters) are available

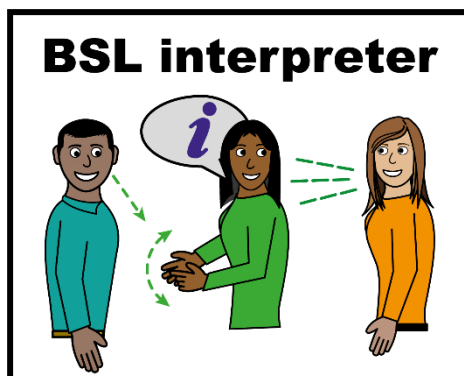
## Communication Access

We are working to make our **online and printed information** easier to use.

We do this by:



- Using **alt text** for screen readers



- Hiring **British Sign Language (BSL) interpreters**, if we can



- Adding **closed captions** to videos

## Ticket Access

Most of our events are **free**.

If there is a **ticket fee**, we:



- Offer **free or cheaper tickets** for:
  - Refugees
  - People seeking sanctuary
  - People on low incomes



- Offer **“Pay it forward”** tickets:
  - Someone with more money can buy a ticket for someone else who can’t afford one

## Food Access

At events with food, we will:

- **Label allergens clearly** (like nuts, dairy, etc.)
- Offer different food options, including:



5 Haadia Khan Art for Disabled And Here

- **Vegan**
- **Halal**
- **Kosher**
- **Gluten-free**

## Wheelchair & Toilet Access



Most of our venues are **wheelchair accessible** and have **gender-neutral toilets**.

If we use a venue that is **not fully accessible**, we will:



- **Let you know ahead of time**
- Share details on **our social media pages**

## Feedback & Questions

We always want to **do better**.



We ask for **feedback** to help us improve access.

If you have a **question or need support**, contact us:



Email: [hello@sister-shack.com](mailto:hello@sister-shack.com)

# 7 Pronouns

At **Sister Shack**, we want everyone to feel **safe** and **respected** when sharing who they are.

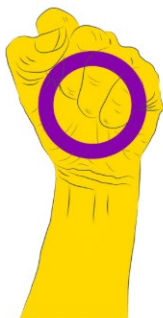
This includes:



- Sexuality



- Gender identity



- Sex diversity (variations in biological traits)



- Whether any of these identities are **clearly defined** or **not**



## Using Names and Pronouns



My name is

My pronouns are

- If someone tells you their **pronouns** (like **she/her**, **he/him**, or **they/them**) — **use these pronouns**

- If you don't know someone's pronouns, use their **name**.

Some people do **not use pronouns**, and you can refer to these people by name.

## If You Make a Mistake

We all **make mistakes**.

If someone corrects you:



- Don't get upset or angry
- Say sorry
- Use the correct words
- Move on
- Do better next time

## No Deadnaming or Misgendering

Using someone's **old name** (called a “deadname”) or the **wrong pronouns on purpose** is **not allowed**



If you do this again and again, you will be **asked to leave** the space



Respecting names and pronouns is part of making this space **safer and more inclusive for everyone.**

# 8 We say no to taking from our communities

We do not agree with people taking from our communities without giving back.

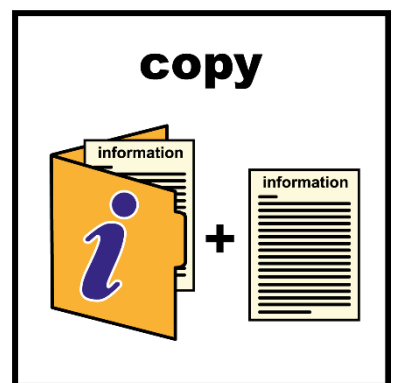
This includes:



1. Taking our ideas or work and **not giving us credit.**



2. Using our spaces just to **collect data or do research, without asking or giving back.**



3. Joining our community spaces to **copy what we do** and use our work in places where we are not welcome.



4. **Asking us to work for free** when you have money or funding.

In our communities, **we help each other.**



We follow ideas from **disability justice** so that we can be inclusive of people who can't give back.

If you have funding, pay us.

Too often our **QTIBIPOC+ community** is



1. Treated like a resource.

2. Asked to work for free.



3. Treated like research subjects instead of partners.

If you like our ideas or work:



1. Support us to keep doing it.

2. Join us, don't copy us.



3. If you hear a good idea from someone and you have skills or money, help them to make the idea happen.

If you value our work:



1. Work with us.

2. Support us.

3. Fund us.



4. At the very least, say where the idea came from.

5. Credit the original creators.

**We will take action** if we see people taking from us in harmful ways.

# 9 Safer Collaborations

At **Sister Shack**, we choose carefully **who we work with**.

## Who We Work With

We work with people who:



- Share our **goals, values**, and **beliefs**
- Care about **fairness, inclusion**, and **justice**

## Who We Don't Work With

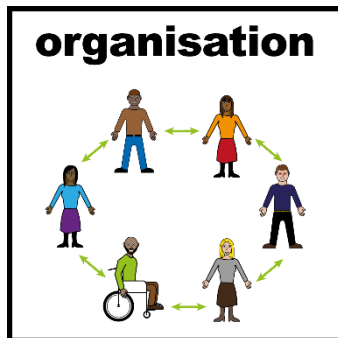
We do **not** work with people who:



- Support or ignore **genocide**
- Use or spread **hate** or **oppression**
- Say or do things that go against our values

## We Choose Carefully

We make **careful and thoughtful decisions** about the people and groups we work with, including:



- Individuals
- Organisations



- Collectives
- Community groups

## If You Have a Concern

If you are worried about a group or person we are working with, you can contact us.



Email: [hello@sister-shack.com](mailto:hello@sister-shack.com)

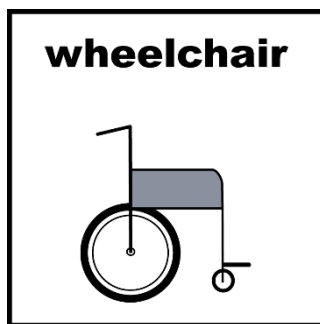
# 10 Safer Venues

We choose venues that help make our events **safer and more welcoming**.

## The Old Coal Yard

One venue we use often is called **The Old Coal Yard**.

This venue:



- Is **wheelchair accessible**



- Has **gender-neutral toilets**



- Is **Shout-Up! certified** (this means the staff are trained to stop harassment)



If you have a problem or need help:

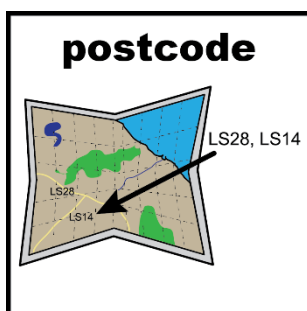


- Speak to a **staff member behind the bar**
- They are there to **support you**

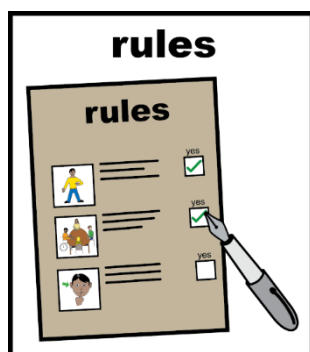
## Other Venues

We also hold events at **other venues**.

Before each event, we will:



- Share **accessibility information**
- Let you know about the space and what to expect



- Encourage you to visit the venue's **website** to read their rules and policies

## Concerns About a Venue?

We carefully choose the venues we use.

But if you have a **concern** or **problem** with a venue:

You can:



- **Contact the venue directly**



- Or **email us** at:

Email: [hello@sister-shack.com](mailto:hello@sister-shack.com)

# 11 Contacting Us About Issues or Concerns



We want to make our space as **safe** as possible.

But no space can ever be 100% safe.

If someone's actions make you feel **unsafe** or **uncomfortable**, please tell us.

## How to Tell Us

You can talk to us:



1. **During the event**
2. **At the end of the event**



3. To any person helping to **organise** the event



4. To **staff** working at the venue

## If You Can't Tell Us During the Event



It's okay if you can't tell us right away.

You can also send us an email:



Email: [hello@sister-shack.com](mailto:hello@sister-shack.com)

## What Happens Next?



- We will **look into** what happened.



- If someone breaks the rules, they may be **asked to leave**.



- We may take **further action** if needed.

We want to keep our space **safe** and **respectful** for everyone.



This guide was made by Si Long Chan for Sister Shack (2025).

Images used are from:

**Canva:** <https://www.canva.com>

**Disabled And Here**, a disability-led stock image and interview series celebrating disabled Black, Indigenous, People of Colour (BIPOC). Available at:

<https://affecttheverb.com/disabledandhere/>

**NHS Leeds and York Partnership's** Learning Disability Service's Image Bank. Available at:

<https://www.learningdisabilityservice-leeds.nhs.uk/>