



Safe Space Commitment

Online group sessions

LGBT Health welcome the entire diversity of our lesbian, gay, bisexual and transgender communities, including nonbinary, queer, intersex and asexual. Our services and activities are for all people aged 16+. This includes those questioning their sexual orientation and/or gender identity and those who do not use labels for either.

LGBT Health and Wellbeing staff, volunteers and community group leaders will always work actively to create a safe space and rely upon community members' involvement with this.

What is a safe space?

A space in which everyone feels welcome, respected and comfortable with being who we are. This includes people who community members, volunteers, community group leaders and staff. You should think of your comfort levels at this time of the online group session as well as after it takes place.

To create this, we are all expected to:

- Listen to each other.
- Allow everyone to have a chance to speak.
- Only share information that we are comfortable sharing. When you are present online via video sharing sites such as Zoom, Facetime, Skype, etc other participants will be able to see what is behind you, or on your screen if you share it, so make sure you're comfortable with what people can see.
- Respect other people's limits and boundaries and confidentiality. When online if you're not alone, please use headphones and do not share your screen with others. Please do not take screenshots, recordings, videos or photos, or in any way share the session. LGBT Health will not record the session.
- Think about the impact of our words, assumptions and actions upon others.
- In online video meetings, if you don't wish to switch on your video, we ask that you check in with the team in advance or at the beginning.
- Although you're at home, please don't use alcohol or drugs visibly during an online group or event, as it can be triggering for others.
- Speak respectfully about others whether they are present or not.

- The safe space policy applies to posting on LGBT health online forums including social media.
- Please consider your privacy when sharing photographs or videos in online groups/forums/social media etc; be sure that you are happy with others seeing everything that is shared.

If I feel the safe space commitment has been broken, how can I respond?

- If you feel able to, respectfully tell the person or people involved that you feel that they are breaking safe space, explaining to the person why.
- Tell staff, volunteers or community group leaders about how you are feeling (either use the private chat function when online, or subsequent to the event by email).

What happens if I find it difficult to uphold the safe space?

- Listen respectfully if someone tells you that you are making them uncomfortable and try to change your behaviour.
- Ask staff, volunteers or community group leaders if you don't understand expectations.
- If you feel unable to speak about your difficulties in the moment, then you can request to join a separate room with a team member, or leave the event.
- Ask staff or volunteers for support in advance of the session or after.