



# LGBTIQ+ Greens

*proud of our diversity*

## LGBTIQ+ GREENS CODE OF CONDUCT

*Effective from 18:00 GMT on Thursday 24th December 2015*

*Revised Wednesday 5th April 2017 to update name of organisation*

We believe that the top priority in politics is inclusivity. It is therefore important that we maintain an environment where all can feel safe to participate. While diversity of opinion and discussion around issues are valued, this should never supersede the values of safety and inclusivity.

Thus we are committed to providing an environment free of racism, sexism, ableism, homophobia, transphobia, religious discrimination or any other types of discrimination. We will also not tolerate bullying, name calling or any forms of abusive behaviour towards members.

Everyone has a responsibility to respect the feelings and sensibilities of others in the party, and to behave in a way which does not cause offence. In some instances individuals may be genuinely unaware that their behaviour is causing offence, but it is the duty of each individual to be sensitive to the impact their conduct may have on colleagues. Anyone who believes a breach of this Code of Conduct is happening has a responsibility to report it to a member of the LGBTIQ+ Greens Committee. It is not appropriate to publish an allegation to the wider membership before or during an investigation.

### SUMMARY OF TERMS

*Sexual Harassment* is unwanted conduct of a sexual nature whether it is verbal, non verbal or physical.

*Tone policing* is defined as critiquing the tone an individual uses when making an argument as opposed to the content.

*Bullying* is defined as behaviour which is repeated and intended to hurt another either physically or emotionally.

*LGBTIQ+ Greens Spaces* are defined as LGBTIQ+ Greens events such as (but not limited to) LGBTIQ+ Greens meetings at GPEW conference, LGBTIQ+ Greens conference, LGBTIQ+ Greens blocs at Prides, etc., on LGBTIQ+ Greens Social Media events, pages or groups and activity involving LGBTIQ+ Greens emails.

*A Safe Space Room* is a quiet room where individuals can go to take a break from an event.

*Content Warnings* are warnings about upsetting content that media includes so individuals can make an informed choice to engage with it or not. For example, there should be content warnings for material on racism or sexual assault.

### MAINTAINING A SAFE SPACE

The LGBTIQ+ Greens ask that all members pay attention to their conduct and behaviour when engaging in LGBTIQ+ Greens activity to ensure that it does not jeopardise the safe space. All members are responsible for their own language and behaviour. Respect should be given to each others' physical and emotional boundaries.

Members should be expected to tolerate others' norms and habits as long as they do not transgress other parts of the safe space policy.

Activities which create an oppressive environment include, but are not limited to:

- Sexual harassment
- Tone policing
- Using offensive language to refer to oppressed groups
- Mis-gendering an individual
- Making assumptions about an individual based on perceived characteristics
- Sharing potentially triggering articles online without content warnings
- Victim blaming
- Unsubstantiated accusations
- Making personal attacks
- Spreading falsities

## AT LGBTIQA+ GREENS EVENTS

LGBTIQA+ Greens should ensure that events are as accessible as possible.

If possible this includes but is not restricted to: providing gender neutral toilets, using venues which are accessible to wheelchair users, ensuring members do not drink alcohol during official business and providing a safe space room.

## WHEN A SAFE SPACE HAS BEEN JEOPARDISED

LGBTIQA+ Greens ask that members challenge these forms of oppression when they occur. Members should follow the principle of 'respect the person, challenge the behaviour'. If challenged on their behaviour members should apologise and reflect on their behaviour. Please only attempt this if you feel comfortable to do so. If there is an issue which you are not comfortable dealing with, or if the oppression continues, please notify a member of the committee by email.

If members feel a violation of this policy has occurred, they can please make a committee member aware in the first instance. This can be done either in person if at an event, or by emailing them at [lgbtiq@greenparty.org.uk](mailto:lgbtiq@greenparty.org.uk). Messages on Social Networks are not an appropriate method of reporting violations of this policy. In normal circumstance the committee member will seek to moderate the discussion and resolve the complaint through normal complaints procedure. If the committee member believes there to be a potential risk, for example to a member, after consultation with at least 2 other committee members they can take immediate, appropriate action to reduce that risk.

This could include (without limitations):

- informal warnings and requests for an apology
- formal warnings about behaviour
- removal of an individual from all, or part, of an event, or group
- formal complaint to GPEW
- a recommendation of suspending membership with the party