

Safe Space Policy 2021 - 2022

New Media Manitoba is dedicated to providing a harassment-free space for everyone, regardless of gender, gender identity + expression, sexual orientation, disability, physical appearance, age, language, body size, race, ethnicity, nationality, religion, socioeconomic standing, or otherwise.

New Media Manitoba does not tolerate harassment of participants in any form. Anyone who violates this safer space policy may be expelled, or banned from these spaces at the discretion of NMM staff and the Board of Directors.

This safer space policy applies to all New Media Manitoba sponsored spaces and programs, including our events, workshops, mentorship (email/in-person/skype/etc.), social media platforms, as well as any other spaces where New Media Manitoba hosts events, both online and off.

The goal of safer spaces is to encourage all participants to work together to prevent or reduce harm, particularly for those who are often the targets of violence and harassment. Oppressive behavior that makes others feel unsafe will not be tolerated.

Such behaviors include, but are not limited to:

- Offensive, derogatory, threatening, aggressive, or silencing comments (related to gender, transgender identity + expression, sexual orientation, disability, physical appearance, age, language, body size, race, ethnicity, nationality, religion, socioeconomic standing, or otherwise)
- Violence, intimidation, bullying, stalking, or unwanted following of a person
- Persistent, abusive, and non-constructive criticism with regard to any project(s) any participant may show during an event, space, or program
- Persistent micro-aggressions in the form of comments, jokes, razzing, obscene material, disrespecting names and pronouns, or otherwise
- Harassing photography or recordings
- Disruption of events, programs, or space functionality
- Inappropriate physical contact without consent
- Unwelcome sexual attention
- Sexually demeaning imagery
- Advocating or encouraging any of the above behavior

Some NMM spaces and programs may have additional rules in place, which will be made available to participants. Participants are responsible for knowing and abiding by these rules of our safer space policy.

Washrooms

The NMM office has two gender neutral bathrooms clearly marked on the door, one of which is wheelchair accessible. Visitors with wheelchairs can access the NMM office through the building's parking lot entrance at 62 Alberts St.

Please contact us at info@newmediamanitoba.com prior to your visit so that we can provide you with access to our space.

Reporting

Please do not hesitate to contact us, at any time, if you feel unsafe or you notice another person who feels or is being made to feel unsafe. Being made “unsafe” means that you are experiencing discomfort, harassment, or for reasons not necessarily caused by another individual or group of individuals.

You can contact or report to us by:

- Speaking on-site to an NMM organizer or staff member
- Emailing the organizers at info@newmediamanitoba.com
- [Anonymous reporting through this form](#)

If need be, we will contact law enforcement, seek out security employees, provide an escort, translate, call a taxi, or assist you in any other way. Any in-person conversations will be held in confidence. Any reports will be handled privately and will be acted upon with your safety in mind first.

Anonymous reports, unfortunately, cannot be followed up with you directly. However, we will fully investigate and take all anonymous reports seriously. We want you to be happy at our events and spaces. In no way, should you ever feel bad or guilty for reporting an incident. This policy exists for you and for fostering an inclusive space which everyone can enjoy.

We will fully investigate and take all anonymous reports seriously, and only take action if explicitly stated. While we cannot follow up on reports that remain anonymous, they help inform our safer space policies and provide documentation for any future conflicts.

Enforcement

If a person engages in harassing behavior, they will be asked to stop and expected to comply immediately. If the person continues to engage in harassing behavior, the organizers/coordinators retain the right to take any actions to keep the event, programs, spaces (online & physical) a welcoming space for everyone. This can include warning the offender or even expulsion, whether temporary or permanent, from New Media Manitoba' spaces, events, and/or programs.

Organizers/coordinators may take action to address anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. In the case of expulsion from a paid event, no refund will be awarded. All reports, anonymous or otherwise, are investigated, discussed, and reviewed by the on-site organizers before action is taken. Any actions and cases will not be discussed publicly.

Please note: We are a very small staff and do not always have the human resources to guarantee an immediate response to concerns. Regardless of timing, we take all reported issues and concerns seriously, and they will be addressed as efficiently as possible.

We do not have the expertise or authority to mediate every kind of conflict, but if you require immediate crisis support, please see the support services and their numbers below.

- **Crisis Response Centre & Mobile Crisis:** 204-940-1781
- **Crisis Stabilization Unit:** 204-940-3633
- **Manitoba Suicide Prevention & Support Line:** 1-877-435-7170
- **Health Sciences Centre Sexual Assault Program:** 204-787- 2071
- **Taxi:** 204-925-3131 or 204- 925-0101
- **Exchange Patrol Safe Walk Service:** 204-791-3161
- **LGBT2SQ+ Community Support:** 204-474-0212

Questions, Concerns, Feedback

The NMM Safer Spaces Policy is a living document and will be updated on an ongoing basis to reflect the expressed needs of our community members. If you have questions or comments, please get in touch with us at info@newmediamanitoba.com

If you have any questions as to enforcement, review process, reporting process, etc or have a suggestion to improve our safer space policy, please get in touch with us at info@newmediamanitoba.com

License and Attribution:

<https://creativecommons.org/publicdomain/zero/1.0/>

This policy is based on and influenced by several other community policies including Pixelles , Geek Feminism, DMG, Google Event Code of Conduct, Slack Code of Conduct, FWD50, Council on Foundations, National Conferences Service, Ohio LinuxFest Anti-Harassment policy, Con Anti-Harassment Project, Geek Feminism Wiki (created by the Ada Initiative), ConfCodeofConduct.com, JSconf, Rust, Diversity in Python, Write/Speak/Code.