

NSPIRG and Loaded Ladle Safer Space Policy

(adapted from QPIRG-Concordia's Sexual Assault and Safer Space policy):

NSPIRG and the Loaded Ladle are committed to being as inclusive and accessible as possible. We are actively opposed to all forms of discrimination and oppression.

Therefore, we ask that NSPIRG and Loaded Ladle space/office users be aware of their language and behaviour, and to think about whether it might be oppressive to others. The office is not a space for violence, racism, sexism, transmisogyny, transphobia, homophobia, ableism, fatphobia, or harassment. Acting in a way that perpetuates oppression, including through language, is not acceptable and we reserve the right to remove people exhibiting oppressive behaviours from the space.

Please be mindful of the following when interacting in the NSPIRG and Loaded Ladle space:

- Respect everyone's physical and emotional boundaries. Ask first before touching, and listen and change your behavior if someone tells you that you are making them uncomfortable.
- Respect the pronouns and names of everyone. Do not assume anyone's gender identity, sexual preference, survivor status, dis/abilities, economic status, background, health, etc.
- Check in before discussing topics that might be triggering (e.g. sexual abuse, sexual experiences, physical violence, or encounters with the police). Be aware that there are many other discussion topics that can be triggering to people – such as racism, sexism, ableism, and other forms of systemic violence. It's not always possible to know what is triggering for someone, so if possible – especially in one-on-one discussions – try to ask.
- Be responsible for your own actions. Be aware that your actions have an effect on others despite what your intentions may be.
- The NSPIRG and Loaded Ladle office is a social learning space, where persons should not be personally attacked, but one's behaviour may be critiqued. Be open to understanding the role your behaviour has in other people's experiences of oppression.
- We cannot guarantee a snitch-free or cop-free space. Please keep that in mind.
- Be mindful of the presence of children and helper animals. Try not to leave anything around that could endanger them or other adults.

NSPIRG and Loaded Ladle Police and CSIS Policy

(adapted from QPIRG-Concordia's statement on the Cops and CSIS):

NSPIRG and Loaded Ladle Board and staff aim to avoid any police involvement or meddling in the NSPIRG and Loaded Ladle space as well as at our events. When conflicts arise in the space, we strive to de-escalate the situation or to solve them via discussion and mediation techniques. Inappropriate or abusive behaviour is not

tolerated in the space, and people responsible for such behaviours are asked to leave the space.

While we try to avoid any police involvement in the space, Board, staff members, and space users have the discretion and personal choice to phone the police/911 when the situation warrants, namely when someone's physical safety is threatened.

If the police or CSIS visit the NSPIRG and Loaded Ladle space uninvited, we ask them to leave, and give as little information to them as possible. The police can only legally enter and search the space with a warrant. We advise all space users to demand to see a warrant, and to have a copy, before allowing police into the space. If you can, verify whether the warrant is signed and dated. When police or CSIS are at the NSPIRG and Loaded Ladle space, we ask that space users phone a staff member.