

# UVSS Pride Collective Safer Spaces Guidelines

Ratified: November 2025  
Created: October 9<sup>th</sup> 2025

## 1. Purpose

This document was created to promote the safety and accessibility of the UVSS Pride Collective physical and online spaces. This document was made in consultation with collective members and reflects the wants and needs of our community to foster a safe, inclusive, and supportive place for Queer and Trans students at the University of Victoria. This document reflects Pride's values for community care, mutual respect and understanding, and equitable remedial processes.

This policy applies to all users of Pride spaces, which includes physical (the lounge, SUB B010) and online spaces, events, meetings, and resources and applies to all staff, council, volunteers, collective members and non-members in Pride spaces. By entering and using Pride spaces, peoples are automatically made party to these safer space guidelines. Anyone who violates this policy may be sanctioned or removed from these spaces, temporarily or permanently, at the discretion of the Pride Coordinator in consultation with this document's outlined remedial processes, the Pride Council, and UVSS policies.

We recognize that systemic oppression and power structures are pervasive in all spaces. The Student Union Building, where Pride operates out of, as well as the University of Victoria, is located on unceded Lekwungen and W̱SÁNEĆ territories. This land the UVSS exists on was originally a gathering place for camas bulb harvesting, as well as for trade and commerce. As organizations, we operate within a context of ongoing settler colonization and are complicit in this ongoing process. Decolonization is an integral part of creating safer spaces. Allowing dominant power structures and systems of oppression to be recreated and reaffirmed creates spaces that exclude people who experience those oppressions, and we become complicit in actively harming them. For this reason, the creation of safer spaces is prioritized.

This policy provides some guidelines for creating safer spaces through mutually respectful dialogue. We must all act intentionally to create safer spaces. All people who access the Pride space and events are asked to uphold these guidelines and our values of anti-oppression.

This policy was made in reference to UVSS policies, nothing in these guidelines shall be considered in variance with the Constitution and Bylaws, and all policies of the University of Victoria Student Society (UVSS), which includes the [UVSS Safer Spaces Policy](#) and [Advocacy Groups Policy](#).

## 2. Definitions

- a. **Pride Space**- This refers to physical and online spaces managed by the Pride Collective. This can mean the Pride Lounge (SUB B010), any external room or space that is being used to conduct a Pride meeting, event, or program. This also applies to Pride online spaces, active online presence includes Instagram (@uvsspridecollective) and the website (pridecollective.ca)
- b. **Non-voting Pride Member** - A student actively enrolled or at UVic who identifies as queer or an ally. Or a staff/faculty currently employed at UVic or UVSS.
- c. **Voting Pride Member** - A student actively enrolled or at UVic who identifies as queer or an ally. This includes Council members and Collective members.
- d. **Pride Staff**-People hired through the UVSS and paid out of Pride's budget. Currently there are two existing staff positions: Office Coordinator and Communications Officer. If future grants or budget expansion allow for the hiring of more positions, they will also be given the designation of "Staff".
- e. **Pride Volunteer**- Person regularly involved with the UVSS Pride Collective and is of assistance in carrying out our mission and values. Can include but is not limited to Pride Council members.
- f. **The Pride Council** - Pride members who have been elected to the UVSS Pride Council.
- g. **Pride Collective Meetings** - Regularly scheduled meetings that the Pride Council is expected to attend, which are also open to Pride members as a forum to share their wants and needs, helping to guide the work of council and staff.
- h. **Pride General Meetings** - Annual General Meetings, Semi-annual General Meetings, or Extraordinary General Meetings. These meetings are where larger changes can be made.
- i. **UVSS** - The University of Victoria Students' Society.

## 3. Lounge Hours

- a. The Pride Lounge hours have been designated as 10:30am-9pm.
- b. Users who leave the Pride Lounge after 6:30pm must ensure that the door is closed and locked behind them after they leave.
- c. The Pride door code to the space will only be shared with Pride Staff and shared with council, work study, volunteers, or users at their discretion and agreed upon terms.
- d. Pride staff are not required to share the door code with users and/or Pride members.

#### **4. Expectations of UVSS Pride Collective Members and Space Users**

- a. As people who access the resources available at Pride, we are accountable to each other. Each person shares the responsibility to create safer spaces and create a welcoming environment. We expect that all users of Pride Spaces work to uphold our shared and guiding values.

#### **5. Pride's Guiding Values**

##### **a. Mutual Respect**

- i. At Pride we practice mutual respect, meaning we treat all peoples with dignity and due regard for the feelings, wishes, rights, and traditions of others.
- ii. We expect users to treat all peoples with respect, and users can expect that others will reciprocate that same respect.
- iii. Respect also applies to the treatment of Pride physical spaces. This means that we will respect that the Pride Lounge is a shared space. Users are expected to clean up after themselves, respect noise levels (taking into consideration if people are studying or having quiet restful time vs. if it is appropriate to have louder conversations), and overall treat the Pride Lounge with respect as a shared space.

##### **b. Practice Consent**

- i. We prioritize consent and are survivor-centered. Before you touch anyone or discuss sensitive topics, ask if other people in the space are comfortable with that. We cannot assume that our physical and emotional boundaries are the same as other people's.

##### **c. Do Not Make Generalizations or Assumptions**

- i. We do not make assumptions about people's identities or right to be in the Pride Space. We do not make assumptions on any perceived qualities. All peoples that self-identify as Queer, Trans, and/or Allies are welcome to be in the Pride Space and access Pride Resources. We do not question or ask for justifications of identity. As well, people are not required to 'prove' their queerness to be in the space. We do not exclude people based on perceiving them as 'cis' or 'hetero'.
- ii. Alongside not making assumptions, we do not make generalizations of any group along the lines of identity (sexuality, gender, race, religious affiliation, cultural identity).
- iii. This includes not 'punching up', that is to make generalizations towards groups you believe to have more privilege than you.
  1. An example of this would be to make generalizations such as "all Christians are homophobic." This is an inappropriate generalization to make as it targets the individual rather than the organization. There are many Queer or Allied Christians and it would be disrespectful to assume the politics/queerness of an individual. An

appropriate comment can look like: “The Christian Church has a history of homophobia.” or “This Christian Church is being homophobic (in reference to a specific organization/person and a specific action.)”

**d. Be Aware of Your Privilege and of Intersectionality**

- i. Think about how your words, opinions, and feelings are influenced and who they might exclude or harm.
- ii. Think about how multiple systems of oppression (ex: homophobia, colonialism, racism, sexism, ableism, etc.) work in tandem and that all peoples have unique layers of intersectionality.
- iii. Think about the responsibilities you have, based on your own unique intersections, to un-learn the harmful patterns of systems of oppression. Hold yourself accountable without defensiveness or perceived exclusion to certain problems based on identity (ex: Thinking that you do not have to un-learn racism because you are Queer. Thinking that you do not have to un-learn Transphobia because you are Queer and Racialized. etc.)

**e. Oppressive language or actions will not be tolerated.**

- i. Examples of oppressive behaviours include, but are not limited to:
  1. Offensive, derogatory, threatening, aggressive, or silencing comments (related to gender, sexuality, disability, physical appearance, language, body size, age, race, ethnicity, religion, socioeconomic status, and more)
  2. Deliberate misgendering or use of ‘dead’ or rejected names.
  3. Violence, intimidation, and stalking.
  4. Wearing offensive attire including (but not limited to) hate symbols or culturally appropriative pieces.
  5. Persistent, abusive, or non-constructive criticism.
  6. Persistent micro-aggressions in the form of comments, jokes, material, or otherwise.
  7. Non-consensual photography or recording.
  8. Physical contact without consent.
  9. Inappropriate social contact or unwelcome sexual attention.
  10. Advocating or encouraging any of the above behaviours.

**f. Accountability**

- i. When someone is harmed, we aim to hold ourselves to account and find ways to heal, learn, and move forward together.
- ii. We value ‘impact over intent’, meaning that if someone claims to be harmed by your comments and/or actions despite it not being your intent to cause harm, you still must take accountability for your actions.

1. You can speak to Pride Staff or other UVSS support services if you would like information or support to work through an issue you have experienced or observed.
- iii. If you have acted or spoken harmfully (even if unintentionally), someone may bring this up with you to begin a conversation of how your actions have been harmful. If this happens, listen and reflect on what they are saying.

**6. Though Pride staff will do their best to act on all complaints and/or concerns in the space, Pride reserves the right to not act on complaints regarding:**

- a. 'Reverse'-isms, including 'reverse racism', 'reverse sexism', and 'cisphobia'
- b. Reasonable communication of boundaries, such as "leave me alone", "go away", or "I'm not discussing this with you".
- c. Communicating in a 'tone' you don't find congenial.
- d. People being held accountable for being racist, sexist, cissexist, ableist, or otherwise oppressive behaviours or assumptions.

**7. Remedial Processes and Conflict Resolution**

- a. ***Pride Staff will do their best to manage conflict resolution in the best interest of all parties involved, but all UVSS Staff are required to follow UVSS Safer Spaces policies as well as UVSS HR regulations and may be limited in their actions due to these existing policies.***
- b. All users of Pride Spaces reserve the right to bring forward concerns and complaints to Pride Staff if they require assistance in resolving conflict.
  - i. Complaints can be brought forward in-person to Pride staff or by filling out the complaint form (online) which will be made available in the space.
  - ii. All complaints must include the name and contact details of the person making the complaint-this is to ensure accountability of all parties involved.
  - iii. If you need to make an anonymous complaint, you can reach out to other UVSS support services (AVP, Peer Support Centre, Excluded Managers) and ask them to contact us on your behalf. Pride cannot ensure the anonymity of your complaint when it is brought to a third party, nor can it ensure full resolution of anonymous complaints.
- c. All incidents will be addressed on a case-by-case basis. All resolutions are at the discretion of the staff supervising the space, in consultation with Excluded Management and the Executive Committee. Potential actions can include:
  - i. Speaking to those involved to resolve the issue.
  - ii. Providing educational resources to the person engaging in the harmful behaviour.

- iii. In cases of someone wearing offensive attire, you will be asked to remove the offensive piece(s).
  - iv. Discussing the issue with an Excluded Manager and taking actions recommended by them.
  - v. Contacting the Anti-Violence Project or other local organizations for assistance and/or mediation.
  - vi. Assisting the person experiencing harassment in submitting a complaint to EQHR, if the issue falls under UVic's Discrimination and Harassment Policy. g. In extreme cases, the person engaging in the harmful behaviour may be asked to leave the space, event, or meeting for an outlined period of time.
- d. The staff person supervising the space and/or UVSS Excluded Managers shall make every effort to resolve the complaint within 30 days. Resolution can include any of the above actions listed, dependent on the consent of all parties involved.
  - e. All members are responsible for creating a safer space. This is a learning process for everyone involved. People will make mistakes, and those who are self-reflective of their oppressive behaviour, who have taken actions towards understanding and implicating their own privilege and power in perpetuating systems of oppression, and who have taken actions towards working against these systems and unlearning their oppressive behaviours will be welcomed back into the space by the appropriate staff person supervising the space
  - f. Pride staff will do their best to come to an equitable remedial outcome and overall host an equitable conflict resolution process in consultation with all parties. Though staff work within limitations and may not be able to deliver all desired outcomes coming from the person making the complaint. Staff are required to act in the best interest of **all** Pride users over the individual wants and needs of users.

## **8. Ratification and Amendments**

- a. This document is to be presented at any form of Pride Meeting (Collective Meeting, AGM, SAGM, Extraordinary General Meetings) for consultation and feedback.
- b. This document will be voted for ratification at any Collective Meeting.
- c. Amendments to any material contained in this document shall be made by a motion at any Collective Meeting.
- d. Members may submit proposed amendments to the Pride Council and/or Pride Staff in writing.