



SAFER SPACE AGREEMENT

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1. Agreement Statement

Kala Sangam is an intercultural arts hub which aims to reflect the diversity of contemporary Britain through the work we present, the artists we support and the communities we engage.

With a number of organisations, artists, community groups and other visitors to our building on a weekly basis, Kala Sangam strives to create a safe and welcoming space in which we prioritise safety, where harmful or marginalising behaviour is not tolerated.

In order to maintain a safe and welcoming space for all, we have outlined the standards of behaviour that are expected from our staff and visitors. This includes how we can support you in reporting unacceptable behaviour and our process of dealing with your concerns.

We ask all our staff and visitors to be aware of the following:

- **Any behaviour that demeans, marginalises or dominates others is not welcome.** This includes physical and verbal harassment, prejudice, and violence.
- **Please respect and be aware that others may identify as a range of different identities.** This includes, but is not limited to, gender, sexuality, race and class. Avoid making generalisations or assumptions about people (*see below), including the way you speak to and about someone.
- **Be aware that anyone in the space could be a survivor of a particular form of oppression.** For example, violence or racism.
- **If someone is feeling uncomfortable, do not hesitate to raise this with a member of Kala Sangam staff.**
- **It is up to all of us to create a space where everyone feels safe and included.**
- **We ask you to treat one another with politeness and respect at all times.**

2. What is prejudiced behaviour?

Prejudiced behaviour is any kind of behaviour that exhibits prejudice, whether or not it is directed at any specific person. This includes making assumptions about people, implying inferiority, or treating them with less respect on the basis of a characteristic associated with marginalisation, oppression or discrimination.

*This includes discrimination of individuals due to their: age, disability, body shape or size, gender history, marital or civil partnership status, pregnancy/maternity/paternity status, race, religious or philosophical belief, gender, sex, sexual orientation, colour, nationality, ethnic origin, social class or caste, asylum or immigration status, mental health, political affiliations, viral status, health status, care responsibilities or criminal convictions.

3. What is considered unacceptable behaviour?

Violent or aggressive behavior

This includes physical violence or attempted physical violence, any kind of non-consensual sexual behaviour, aggression and intimidating behaviour.

Harassment

This includes any behaviour that disregards others' boundaries or aims to make them feel threatened and unsafe, including but not limited to: verbal abuse or threats, bullying behaviours, use of derogatory language to insult or undermine, deliberate unwanted intrusion into someone's personal space, and wilful misinterpretation of someone's desires or behaviour (such as not leaving them alone when they clearly want you to do so).

4. What to do

If you encounter any of these behaviours, or any other behaviour that makes you feel unsafe or uncomfortable, please report it to a member of Kala Sangam staff. You can also report any incident, behaviour or other concern by email to fay@kalasangam.org, by leaving a message behind reception, or by calling 01274 303340.

5. How we will respond

Kala Sangam's staff will take any report of unacceptable behaviour seriously and take action as described below.

We encourage you to seek a member of staff's assistance at any time you feel unsafe in the space, and we will aim to help you with the situation as soon as we can.

Once our staff become aware of any of the above behaviours occurring, they will intervene and request that the person involved desist and remind them of this Safer Space Agreement. In more serious cases, or if they persist, the person will be asked to leave the premises, and ejected if necessary.

Depending on the nature of the incident and the wishes of those affected by the behaviour, Kala Sangam may also contact (or support others in contacting) outside agencies such as the police.