



Hen Hoose Collective Ltd Safer Space Policy

Hen Hoose seeks to be as safe a space as possible for its staff, collaborators online and at in-person events and opportunities. We ask everyone in the space to be aware of their language and behaviour and to think about whether it might be harmful or hurtful to others.

We comply with the Equality Act 2010 and as an organisation, we are inclusive of (but not limited to) trans, non-binary, and gender fluid individuals, people of colour, older people, people with parental responsibility, and disabled people.

Here are some things we would encourage everyone to keep in mind to actively challenge oppressive and discriminatory behaviour:

Pronouns:

A pronoun is how you refer to someone, for example they or she. Politely ask names and pronouns (i.e. they, she, he) and to refer to each other as people / person rather than man, woman or other terms with gendered assumptions.

Assumptions:

We encourage community, but in doing so we also request that collaborators avoid making assumptions about other people's backgrounds.

Behaviour:

We have a zero-tolerance policy for violence, defined as any act of physical intimidation or aggression, including threats of violence, racism, sexism, classism, homophobia, transphobia, biphobia, fatphobia, ableism, ageism, or discrimination based on immigration status, ethnicity, religion, cultural and/or spiritual beliefs, or any other kind of oppressive language or behaviour.

Sexual Harassment:

We have a zero-tolerance policy for sexual harassment. You must gain consent before engaging in physical contact with someone. We also will not tolerate inappropriate sexual comments or sexually based jokes, songs, or taunts.

Space:

Everyone needs different amounts of physical or emotional personal space.

Photos:

We will make you aware prior to capturing any photos and will provide an opportunity to opt out.

Disabilities:

Hen Hoose subscribes to the social model of disability. As most disabilities are not visible, people's access needs or the levels of pain they are managing might not match your assumptions.

Please note:

Be open if challenged on behaviour, and to learn from the experience.

Follow up/feedback:

If you would like to give us feedback or share your concerns:

1. Speak to a member of staff directly or email tellmemore@henhouse.com
2. Fill in our anonymous feedback form [here](#)