



Safer Spaces Policy

This is a living document and will be updated when needed to fit the need of the group.

Gender Rebels Cork can not be all things to all people all of the time. Please recognise that events put on by Gender Rebels Cork are to allow for people to try out different activities with those they feel safe with. Sometimes, these events will not be to everyone's liking. If there is an event or an activity you would like to do please let us know.

All events are over 18 years old. Please note that events are for support and socializing. We are not a dating service.

Confidentiality and Privacy

Confidentiality is key. Not everyone is out and Cork is a lot smaller than you might think. Be careful that you do not out someone or share other people's personal

information without their consent; this also includes those not in the group.

People have a right to privacy and to set their own boundaries. This include on the street and online interaction. You owe no-one your time, personal space, information on your gender or sexual identity, your transition status (if any) and mental and medical history. If you feel the need to block someone on social media that is your right to do so.

People must seek your consent for contacting you outside of Gender Rebels Cork events. Please do not give out other people's contact information.

If a person feels the need to cut ties with another person, please be respectful of this.

People have the right to a good name: do not speak ill of others that are not there to defend themselves. If you had past conflicts with someone please do not bring it into the group.

If you need to make a complaint about another person please read the "**Complaining**" section.

Breaking confidentiality

If you are in serious risk of harming yourself or others then we will have to break confidentiality and informed another volunteer or next of kin.

Due to Irish Law, any information about abuse or risk to children will have to be disclosed to the gardaí.

Pronouns and identity

People's pronouns and names are to be respected at all times. People can change their pronouns and names at any time without question.

People can sometimes use different names and pronouns in different spaces, such as one set in peer support and another set in public space. Please be mindful of this.

Do not use dead names without a person's consent.

In the case that someone uses the wrong pronouns or name: assume good intentions and make them aware of their mistake if you feel comfortable doing so.

In case you get someone pronouns or name wrong: apologies, correct yourself and move on.

Someone's gender and sexuality are at their discretion to disclose.

All genders and sexualities are welcome to events and activities except for peer support which are closed spaces, only for those that are transgender, non-binary, intersex, gender non-conforming and questioning.

Respect and Harassment

Any form of gatekeeping will not be tolerated.

Understand the limitation of others.

Everyone has their own life and struggles, and your wellbeing is your responsibility. If you are unwilling to take care of yourself it is not the responsibility of others to do so.

Respect everyone. We all have different views and diverse backgrounds and we must be respectful to each of our differences.

Always assume good intentions.

Consent must be sought for any physical contact such as hugging. People have the right to not to engage in physical contact.

Critically discussing ideas is welcome but don't make it personal.

Please be respectful when you are talking by making sure you are not talking over other people, talking for other people that can speak for themselves or monopolising the conversation, and be mindful to give other people the opportunity to talk.

Harassment of any kind will not be tolerated and can lead to barring for events and activities. Harassment is anything that makes another individual feel unsafe and unwelcome.

Not everyone abilities are the same, please be mindful of this.

Be mindful of over-sharing and understand that while we are here to support but there is a limitation to this support.

Complaining

If you need to make a complaint about Gender Rebels Cork or about a member please do so by email

genderrebelscork@gmail.com or via pm on facebook.

If during an event or activity you need to make a complaint about another person please let one of the steering group know.

Failure to follow the safer spaces policy can lead to you being asked not to partake in activities.

The first time you will be giving a warning. If you do not follow the safer spaces policy, it will be explained to you how you have failed to follow house rules and how to correct yourself.

The second time you do not follow house rules again it will be explained to you what rule you have failed to follow and how to correct yourself.

On the third time you have failed to follow house rules you will be ask not to attend Gender Rebel Cork's events.

It is the right of Gender Rebel Cork to ban anyone at any point when they pose a risk to the rest of the members.