

Disability Alliance BC's Safe Space Policy

At Disability Alliance BC (DABC), we are committed to providing a safe, respectful, and comfortable office for DABC staff, volunteers, clients, and all other visitors. When you are at the DABC office or interacting with DABC staff and volunteers by phone and email, you must not:

- Be violent or threatening
- Bother or make discriminatory or prejudiced comments or jokes about anyone — we do not tolerate sexism, homophobia, transphobia, racism, ableism, saneism, body shaming, or ageism (This is not a complete list; these are just examples)
- Bully anyone
- Sexually harass anyone or harass someone based on their gender

Anyone who participates in these kinds of behaviour described above will be told by DABC staff or volunteers that their behaviour does not align with DABC's values and goes against DABC's policies, and will be asked to stop the inappropriate behaviour(s) immediately.

This Safe Space Policy applies to all employees, volunteers, clients, partners, vendors, and other visitors to the office. If a person is asked to stop their inappropriate behaviour and refuses to do so, this behaviour may be addressed by DABC staff/volunteers in one or more of the following ways:

- Clients may be offered a phone appointment with an advocate at a later date/time
- Clients may be transferred to another advocate
- The person performing inappropriate behaviour may be asked to leave the office
- Clients may be refused service
- The person performing inappropriate behaviour may be banned from entering the office
- Clients may be banned from all DABC services
- Staff and volunteers performing inappropriate conduct/behaviour will face workplace disciplinary action

Any concern brought to our attention will be addressed right away and taken seriously.

Thank you.

Since 1977 | DABC is a registered non-profit society with charitable tax status

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