

The Good Life Community Bike Shop Ltd.

Safer Spaces Policy

(Last Updated January 26th, 2017)

Preamble:

Wherein 'the shop' refers to The Good Life Community Bike Shop LTD

Wherein 'our place of business' refers to The Good Life Community Bike Shop LTD

Wherein 'The Canadian Human Rights Act' refers to The Canadian Human Rights Act last amended November 1, 2014 published by the Minister of Justice

Wherein "Safer Space" means a place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment or any other emotional or physical harm. As defined by The Google Directory of Terms. 2017

Purpose:

The purpose of this policy is to outline The Good Life Community Bike Shop's intention to work towards creating an equitable, and safer space in our place of business for those who face persecution or danger in social spaces due to their race, national or ethnic origin, gender, sexuality, marital status, religion, age, disability, family status, and conviction for an offence for which a pardon has been granted as stated on Page 6 of The Canadian Human Rights Act (2015).

Part 1

Statement of Principles:

In our place of business and during our events we will not abide by or tolerate:

- Homophobia, transphobia, sexism, ableism, misogyny, racism, islamophobia, ageism, or discrimination of any kind
- Physical violence or acts of aggression, bullying or intimidation of any kind towards anyone in our space
- Hate speech
- Drug or alcohol use during a liquor free event
- Non Consensual physical contact of any kind
- Vandalism or destruction of property
- Discriminatory acts as defined in section 5 to 14.1 of the Canadian Human Rights Act

Part 2

Declaration of Intent:

The Good Life Community Bike Shop ltd. intends to ensure all staff will be given proper harm reduction, sensitivity, bystander intervention and conflict resolution training to ensure our safer space policy is in practice.

This policy will be further enforced through membership and employee agreements.