

CJAM 99.1 FM: EVENT SAFE SPACE POLICY MARCH 2022

CJAM 99.1 FM SUPPORTS SAFE SPACES and strives to provide a harassment free on-air and off-air experience for all, regardless of race, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, age, religion, marital status, or any other vector of identity. **We are encouraging a space of collective accountability; this requires intentional behaviour and respect on behalf of all event attendees, support staff, and event participants.**

This CJAM 99.1 FM event will not tolerate the following, or any encouragement of the outlined behaviour:

- Offensive, derogatory, threatening, or silencing comments.
- Violence, intimidation or stalking
- Inappropriate physical contact without consent
- Unwelcome sexual attention and/or advances
- Persistent micro-aggressions in the form of comments, jokes, material, or otherwise
- Persistent, abusive, and non-constructive criticism
- Disruption of the event, programming, or space functionality
- Harassing photography or recording

Reporting Incidents: CJAM 99.1 FM offers an open door policy and environment, if you need to report an incident of harassment please reach out to event Staff, or contact CJAM 99.1 FM's Station Manager (statcjam@gmail.com); if staff do not have the expertise or authority to mediate conflicts or provide advice on conflict or crisis resolution - we will act as continued support in coordinating next steps; U Windsor resources for mediation and assistance including the Sexual Wellness & Consent Committee, and OHREA (Office of Human Rights, Equity, and Accessibility).

CJAM 99.1 FM Staff and Board accept that we are not above our own policies, in hopes of building greater spaces of accountability and inclusion we hope to embody this policy in all that we do and as organization: *Thank-you for your continued support!*