



## Introduction

At Reproductive Justice Initiative, we are committed to creating a safe, inclusive, and supportive environment for all individuals, regardless of their background, identity, or experiences. We believe that every person deserves respect, dignity, and the freedom to make choices about their reproductive health and rights. This Safe Space Policy outlines our commitment to providing a welcoming and respectful atmosphere for our staff, volunteers, clients, and partners.

## Policy Statement

- **Inclusivity and Respect:** We welcome all individuals, regardless of age, gender, race, ethnicity, sexual orientation, gender identity, religion, disability, socioeconomic status, or any other identity. Discrimination, harassment, or marginalisation of any form will not be tolerated within our organisation.
- **Confidentiality:** We understand that the issues surrounding reproductive health can be sensitive and personal. All conversations, disclosures, and personal information shared with our organisation will be kept strictly confidential, except in cases where the safety of the individual or others is at risk.
- **Non-Judgmental and Non-Coercive Services:** Our organisation is committed to providing information, support, and resources without judgement or coercion. We respect an individual's autonomy and right to make decisions regarding their reproductive health and rights.
- **Informed Consent:** We will always seek informed consent for any actions that may affect an individual, including but not limited to data collection, advocacy, or any form of engagement with our organisation.
- **Accessibility:** We are dedicated to providing accessible services and spaces. This includes physical accessibility and the consideration of any specific accommodations requested by individuals.
- **Reporting and Addressing Concerns:** If anyone experiences or witnesses any behaviour that violates this Safe Space Policy, we encourage them to report it to **Dr. Felicia Yeung** at **chair@reproductivejusticeinitiative.com**. Reports will be treated with the utmost seriousness and confidentiality. We will promptly address and investigate all reports and take appropriate action, which may include education, mediation, or disciplinary measures.

- **Training and Education:** We commit to providing regular training and resources to our staff, volunteers, and partners to ensure that they understand and adhere to this **Safe Space Policy**. This includes training on issues related to reproductive justice, cultural sensitivity, and conflict resolution.
- **Anti-Harassment and Anti-Discrimination:** Harassment, discrimination, and any form of abuse or violence will not be tolerated within our organisation. We actively work to prevent, address, and eliminate these behaviours in all our spaces and interactions.

## **Conclusion**

Reproductive Justice Initiative is dedicated to creating a safe space where individuals can access resources, education, and support regarding their reproductive health and rights. We value the diversity of our community and are committed to upholding this Safe Space Policy to ensure that all voices are heard, all individuals are respected, and everyone can make informed choices about their reproductive health. We recognize that this policy is a living document and will evolve to meet the changing needs of our community.

By adhering to this Safe Space Policy, we can collectively contribute to the mission of reproductive justice and empower individuals to make the best decisions for their lives and bodies.

**REPRODUCTIVE JUSTICE INITIATIVE CIO**

**Charity Number: 1200117**

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