



# RENO BIKE PROJECT

## Safer Space Policies

### **This is an all-inclusive space**

**Keep it free from sexism, racism, homophobia, transphobia and any other form of prejudice** – we accept and embrace differences!

**We don't accept gender profiling of roles** – any task is available to any person.

**Do not assume that other people have the same boundaries and limits as yourself** – be mindful of how your behaviour may impact those around you; you don't know their boundaries.

**We give everyone equal attention** – staff and volunteers proactively check in, especially with those that may be less comfortable asking for advice.

**Don't let problems stew** – discuss an issue before it gets out of hand.

We are aware that our location poses challenges for people with accessibility concerns regarding mobility and physical disabilities; **we will do our best** to develop strategies to help people access our space, and physical accessibility is a top priority in our long term planning.

### **This is an educational space**

**Ask questions!** It's okay not to know what you haven't had the chance to learn.

If you know more than others, **share your knowledge in an empowering way** – be mindful of the risk of undermining others.

**Don't work hangry** – take breaks and eat when you need to.

**We have no secrets.** If you don't know something about the way RBP operates, ask and we will tell.

### **This is a welcoming space**

**We try to actively welcome all people when they arrive** – a workshop may be an unfamiliar and intimidating space for the first time.

**No offensive or aggressive behavior** – we do not accept intimidation in any form.

### **This is a workshop**

**Be aware** of your personal and others' safety.

**Wear appropriate clothing** – close-toed shoes and comfortable items you don't mind getting a little greasy.

**Respect the limited space of our shop** – you may be asked to come back later if the workshop is full to avoid overcrowding and overstretching of resources (tools and staff).

**Keep the space safe** – don't leave tools or parts on the floor, even just for a minute.

Make sure you **know how to use a tool** before you start. If you don't, ask for help!

**No new jobs within an hour from close** – things often take longer than you think and we want your bike to be safe to ride when you leave, so don't make us stay late.

Leave the space as you think the next person would like to find it – **put tools and discarded parts away, and wipe up when finished.**

**Children are welcome but must be supervised** by an adult (not us!) – if you can't work on your bike and supervise your child then it would be better to come back another time.

We are ALL responsible for making the workshop space safe, welcoming, and usable for all.