

# ANTI-ABUSE POLICY

This policy aims to be preventative and pre-emptive. Offering consideration to the inclusive diversity in any space. Not only does it interrupt typical patterns of misconduct before an incident happens, it also allows the space holders to intervene and de-solve the misinterpretation of neuro-diverse behaviour.

## *Tell a member of the space: colour code + person*

### YELLOW

Someone makes you feel uncomfortable (e.g. staring, too close etc.), your gut feeling tells you that something isn't right.

→ *We'll not judge you, we will trust you and keep an eye on the person.*

*We will witness with and/or for you. You may choose to engage with this person or not.*

### ORANGE

Something has happened that can be interpreted as non-consensual or inappropriate behaviour but may fall within the „gray area“ where it *\*could\** be interpreted otherwise (e.g. misunderstanding). It makes you feel very uncomfortable. Don't question your intuition. Come to us.

→ *We will talk to the person and tell them that their behaviour makes others uncomfortable. We request that they stop engaging in any interactions immediately to reconsider and change their behaviour. Otherwise they will be removed from the space. You stop engaging with this person.*

### RED

A clear cut violation of consent and/or boundaries (e.g. sexual remark, unconsensual touch etc.).

→ *We immediately remove this person from the space. An accountability process will be initiated a few days later.*