

4.3 TRCH/SEC: Policy on Hate Speech

Stroud Earth Community stands for inclusion and diversity across all sections of our community. We want the Trinity Rooms to be a place where everyone feels welcomed and safe, regardless of politics, religion, ethnic origin, gender, gender identity, sexuality, or disability. We expect everyone to treat each other kindly and with respect.

We will not tolerate expressions of violence or aggression, whether verbal or physical, toward individuals or different sections of the community. We expect anyone attending an event to abide by these rules and everyone organising an event to consider how they can ensure they are kept.

We reserve the right to refuse entry to persons who contravene these rules. We reserve the right to cancel without notice any booking which in our considered view is likely to give a platform to hate speech, or stir up violence against individuals or different sections of our community.”

Internal Process

We don't have the resources to investigate the assurances and credentials of every booking at the point they book. We depend on our connections in the community (which might mean we become aware of the nature of an organisation after we've taken the booking) or on members of the community drawing our attention to potential breaches of our ethos. So:

- If a volunteer, paid staff or member of the public raise a concern with us about an upcoming event, this should initially be channelled to the TR manager.
- The manager will make an initial assessment of whether the concern has any merit. S/he must then alert the trustees that there is a concern and propose a course of action. This could be:
 - investigate further
 - dismiss the concern
 - seek assurances / require safeguards from the organisers
 - cancel the booking
- The trustees will advise on our next steps on the basis of the evidence the manager provides. This discussion/decision must be timely and can be done electronically. There may be a number of exchanges of evidence gathering/discussion before a final decision.
- If we're minded to cancel an event, we must give the organisers a chance to defend themselves and provide us assurances/demonstrate safeguards.
- There must be a clear and evidenced rationale for any decision to dismiss the concern or cancel the booking.
- The Trustees will communicate any final decision.

At all points, the Trustees must keep in mind the need to act proportionally, on the basis of evidence, and in the best interests of Stroud Earth Community.

Statement for people booking space at the Trinity Rooms, added to Booking Form April 2023

Hate Speech

“Stroud Earth Community stands for inclusion and diversity across all sections of our community. We want the Trinity Rooms to be a place where everyone feels welcomed and safe, regardless of age, politics, religion, ethnic origin, gender, gender identity, sexuality, or disability. We expect everyone to treat each other kindly and with respect. We will not tolerate expressions of violence, hatred or aggression, whether

verbal or physical, toward individuals or different sections of the community. We expect organised events to be structured, open and respectful and anyone attending an event to abide by these rules and everyone organising an event to consider and take responsibility for how they can ensure they are kept. We reserve the right to refuse entry to persons who contravene these rules. We reserve the right to cancel without notice any booking which in our considered view is likely to give a platform to hate speech, or stir up violence against individuals or different sections of our community.”

[Please tick that you have read and understood these conditions and agree to abide by them.]

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| Written by | Kevin Ashby |
| Policy approved by | SEC Trustees January 2024 |
| Next review due | January 2025 |
| Published | Google Drive |