



Safe Space Policy¹

Bike Saviours is committed to making the shop and its other on- and off-line space a “safe space” through friendly guidelines where all people are welcomed. This means that volunteers, patrons, or employees can be in Bike Saviours’ spaces without fear of discrimination of any kind, including unfair language or behaviors toward specific races/ethnicities, genders/gender expressions, sexualities, classes, ages, beliefs, and body types. We are also committed to freeing Bike Saviours’ spaces of people using unwelcomed language or behaviors that conflict with our commitments. If you violate or cannot uphold our commitments, you will be asked to leave. The listed language and behavior guidelines below can help you keep to our commitments.

As a friendly guideline:

We welcome you to:

- Practice listening and sharing skills by recognizing when to step up and to step back in discussions or when assisting each other.
- Remember some people are new to biking and may not ask for help; take initiative by looking for “confused” or “puzzled” faces around you.
- Consider eye contact when sparking conversation with one another on common interests.
- Ask for permission before touching someone else’s belongings or body.

We discourage you from:

- Displaying or promoting violence, including threats of violence, intimidation (threatening environment), and violent language on- and off-line.
- Using offensive or discriminatory jokes, insults, or language.
- Display or promote unwelcoming physical contact and sexual attention, such as touching, groping, photography or recording, or sexual advances.

¹ This policy was developed in collaboration with Onyekachi Ekeogu in the School of Social Transformation at Arizona State University.