

Summary: Anti-Oppression and Safe Spaces Policy

Hey! Here's a quick summary of the key things you need to know about our Anti-Oppression and Safe Spaces policy. We encourage you to take a look at the entire policy as well, but in case you need a short run-down, we got you covered.

1. Our philosophy of anti-oppression entails actively challenging all forms of oppression and structural inequalities.
 2. Our platform incorporates this anti-oppressive philosophy into all our functioning, including prioritizing mentees from oppressed social groups for our program, in our hiring of interns/designers/any other work profile, and creating networks and resources to fight inequality of social capital.
 3. We aim to create many channels where mentees can share any concerns or experiences with oppression such as grievance forms, listening circles, guided discussions, and will take prompt action in any reported case.
 4. The platform has a zero-tolerance policy for any form of oppression or discrimination, be it from a mentor or a mentee. This includes sexism, casteism, islamophobia, ableism, classism, racism, homophobia, transphobia, TERF/SWERF attitudes, and any other form of discrimination.
 5. Purple Connect will strive to be a safe space, meaning that people's identities will always be respected, including pronouns and preferred names. Please use gender-neutral pronouns unless someone has explicitly mentioned their preferred pronouns to you. We respect differing beliefs, as long as they are respectful towards others' identity, this tolerance does not extend to intolerant beliefs.
 6. Everyone's physical and emotional boundaries must always be respected.
 7. You are responsible for your actions and the impact they have on others. We will evaluate complaints and grievances based on impact and not the intent.
 8. Please remember: hate speech is not part of free speech.
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