

Safe Zone Training Agreement

Intent:

The intent of Safe Zone training is to provide potential allies with information, resources, and skills to effectively become on-campus advocates for all students who identify as lesbian, gay, transgender, bisexual, queer, and other gender or sexuality non-conforming identities.

Safe Zone is a way to make allies visible and prepared to advocate for these students. The goal of this program is to provide a network of student leaders, faculty, and staff to create a more comfortable, knowledgeable environment for students who are LGBTQ+.

As a Safe Zone ally I:

- Have fully participated in and agreed to uphold their Safe Zone Training.
- Respect LGBTQ+ students as equals, and are open and affirming of the identities of others.
- Believe that students, faculty, and staff who are LGBTQ+ make valuable contributions to campus.
- Desire to assist students with finding resources to help explore and resolve issues related to LGBTQ+.
- Will uphold campus non-discrimination clauses and assist affected students in enacting and fulfilling policies and procedures to aid students.
- Will report any incidents to appropriate officials regarding violence, harassment, sexual harassment, discrimination, bullying, against LGBTQ+ through campus processes.
- Am willing to engage with faculty, students, staff, and community members to discuss concepts and issues that impact the lives of LGBTQ+ students.
- Am willing to maintain confidential information within the confines of their job and/or to ensure the safety of those confiding in them.
- Will, to the best of my ability, use inclusive language and actions to combat stereotyping, tokenizing, heterosexism, homophobia, biphobia, transphobia, etc.
- Will, to the best of my ability, use resources available to me, both provided by Gender Equity and discovered on my own, in order to stay current with training knowledge.

Safe Zone allies accept this common purpose and intend to use their status as a Safe Zone ally for the reasons outlined here.

As a Safe Zone Ally I will NOT:

- Consider myself to be, or provide a support group for students.
- Act as a mental health professional or uncertified counselor, or in any way that goes beyond my certified skills.
- Claim expertise in LGBTQ+ topics or cease to educate myself about LGBTQ+ concepts.

- Act in ways that are inappropriate concerning professional boundaries or the goals of Safe Zone program.
- Keep confidential information that could directly or indirectly lead to the harm of any individual.
- Hinder campus reporting processes, policies, and/or procedures.
- Share my Safe Zone sticker with, or provide Safe Zone certification stickers to others.
- Act in any way(s) considered derogatory, offensive, violent, or harmful toward any group of people, on-campus or in the greater community.

Trainee:

I, _____, hereby agree with the intent of Safe Zone training, and to the best of my ability and knowledge, will perform my duties as a Safe Zone ally and uphold this Safe Zone contract in my role as a Safe Zone ally.

Trainer:

I, _____, hereby agree that the above named individual has gone through complete Safe Zone training, and to the best of my ability and knowledge intend to properly uphold and perform the duties of a Safe Zone ally.

Trainee: _____ Date _____

Trainer: _____ Date: _____