

# POSITIVE IMAGES

## Community Safety & Access Policy

*Last updated: 12/8/25*

At Positive Images, our community spaces exist to foster connection, healing, and belonging for LGBTQIA2S+ youth and adults. **Safety**, especially for young people and those at the intersections of multiple marginalized identities, is foundational to that mission.

By entering the Positive Images Community Center or participating in our programs, all community members agree to uphold our **Community Aspirations**. These shared commitments guide how we treat one another and how we maintain a space rooted in care, respect, accountability, and mutual support.

## Our Commitment to Community Safety

Positive Images is committed to:

- Protecting the physical, emotional, and psychological safety of all participants
- Maintaining clear and appropriate boundaries
- Creating a supportive, inclusive, and welcoming environment
- Responding promptly and responsibly to behavior that violates our Community Aspirations

When harm occurs or safety is compromised, our responsibility is first and foremost to the individuals and communities impacted.

## When Access May Be Restricted

Access to the Positive Images Community Center and programs may be **restricted, suspended, or revoked** when an individual engages in behavior that violates our Community Aspirations or compromises the safety, dignity, or well-being of others.

This includes, but is not limited to:

- Disregarding personal boundaries or consent

- Harassment, intimidation, or discriminatory language or behavior
- Disruptive or unsafe conduct in shared spaces
- Violations of guidelines related to substance use or presence in the center
- Repeated or escalated behavior that continues after staff intervention

Not all harm looks the same, and not all situations require the same response. Decisions are made based on the **severity of the behavior, its impact on others, and the need to protect the community as a whole.**

## Zero-Tolerance Behaviors

Certain behaviors are considered **zero tolerance** and will result in **immediate removal from the space** and restriction of access.

These include, but are not limited to:

- **Sexualized, explicit, or age-inappropriate comments or behavior by adults toward minors or youth participants**
- **Physical violence or threats of physical harm**
- Sexual harassment, assault, or coercion
- Possession or use of weapons in the space

When these behaviors occur, Positive Images' priority is the **immediate safety of those impacted**. Individuals may be asked to leave the space immediately and will not be permitted to return while the matter is being addressed.

Additional actions may include long-term or permanent restriction of access and, when legally required, reporting to appropriate authorities.

## Review & Documentation Process

Even in cases involving zero-tolerance behaviors, Positive Images will offer the individual a **one-on-one meeting with staff leadership** prior to finalizing a long-term or permanent access restriction.

The purpose of this meeting is to:

- Allow the individual to share their perspective
- Ensure accurate documentation of the incident
- Complete our internal accountability and decision-making process

This conversation is **not a negotiation of community safety standards**, nor does it shift responsibility for harm away from the individual involved.

Positive Images **centers and believes those who experience harm**. Decisions are based on the **impact of behavior**, not solely on intent. While access decisions may be amended in **rare and exceptional circumstances**, the primary consideration will always be the **safety, dignity, and well-being of the broader community**, particularly youth participants.

## How We Hold Accountability

Our Community Aspirations ask all of us to:

- Recognize our impact on others
- Respect boundaries and consent
- Speak with empathy and care
- Help create a space that is welcoming and easy to be new in
- Take space and make space, giving and receiving support responsibly

When someone is unable or unwilling to uphold these shared commitments, Positive Images has a responsibility to intervene, **not as punishment, but as protection**.

## Transparency & Care

Access restrictions are never taken lightly. Decisions are made by staff leadership with care, documentation, and consideration of all available information, including staff observations, community impact, and, when applicable, a documented one-on-one conversation with the individual involved.

Our goal is always to preserve a space where trust, safety, and connection can exist, especially for young people.