

## **AIDS Committee of Ottawa – Rights and Responsibilities Document**

ACO is an inclusive space that celebrates diversity. In the spirit of anti-oppression we make every effort to create an affirming and nurturing environment within which it is expected that participants, volunteers and staff treat each other with respect and dignity. We do not tolerate any sexist, racist, and trans/homophobic language/ behaviors. Any violation will result in progressive consequences, assessed by ACO staff on a case by case basis.

In order to do so, each of us needs to be an active agent in this ongoing process; Following is a list of Rights and Responsibilities to guide us in this practice.

<b><u>RIGHTS</u></b>	<b><u>RESPONSIBILITIES</u></b>
When at the ACO, I have the right to:	When at the ACO, I have the responsibility to:
An anti-oppression environment free of discrimination based on race, sex, gender identity, sexual orientation, age, disability, class, drug use, etc.	Recognize others as equals and treat others with respect and dignity in whichever way we self-identify  Be aware of the ways to which I can contribute to the creation of an oppression free environment
Be in a safe space free of physical violence and/or threats of physical violence	Solve conflict in a diplomatic manner and will ask staff intervention if I am unable to do so
Be in a safe space free of sexual harassment and/or sexual assault	Create and promote a safe space for everyone by using respectful language and attitude
Be in a space free of mental and emotional abuse including but not limited to general threats, intimidation and bullying	Recognize my own triggers and choose to talk to staff or leave the space
Access safer injection and safer inhalation supplies from ACO's harm reduction program	Keep the using, buying, selling and sharing of all illicit substances outside of ACO premises, including the open display of drug paraphernalia
Be in a tidy environment	Clean up after myself or ask for support respectfully if I am unable to do so
Complete confidentiality, as per ACO's confidentiality agreement, other than situations where limits to confidentiality apply, some examples are:  <ul style="list-style-type: none"> <li>- Need for immediate medical attention</li> <li>- A person is deemed to be a harm to themselves or others</li> <li>- Indication that a child is at risk</li> <li>- Requirement to disclose pursuant to legal proceedings, for example the issuance of subpoena</li> </ul>	Maintain the confidentiality of everyone. This includes but is not limited to: <ul style="list-style-type: none"> <li>- Disclosure of status, membership, services used, personal information etc.</li> <li>- Asking for permission before taking photographs in ACO space</li> <li>- Asking for permission before posting any photo taken at ACO or at any TLR events on social media sites</li> <li>- Ask my closely affected to come only with my presence</li> </ul>

	- Not bringing people who are not my closely affected to TLR
Access all services made available for me if I am living with, closely affected by and/or at risk of HIV	Share the space with people from all communities living with, affected by and at risk of HIV
To feel welcomed at ACO	Create and maintain a welcoming space at ACO

I, \_\_\_\_\_, have read and agree to abide by the Rights and Responsibilities document.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_(DD/MM/YYYY)