

The Cowley Club will get involved in disputes or allegations when such incidences have led to a violation of the club's safer spaces policy, or could do so in the future. As such, the accused person must be either a Cowley Club member, a 12 London Road Social Club member or a volunteer [volunteers should already be 12 London Road Social Club members, and if they are not may be regarded as members de facto by consensus of the mediation group] OR the person or at least one of the people making the accusation must be a Cowley Club member, 12 London Road Social Club member or volunteer. It is important to note that neither the Cowley Club nor the mediation group make any judgement as to the 'truth' of complex allegations. Engagement with a mediation process is not an admission of wrongdoing.

- a) Individuals are able to contact the admin/mediation group via email with a brief statement regarding the allegation - remaining anonymous if this is their wish. The result of an accusation that amounts to a transgression of Cowley Safer Spaces Policy will result in an immediate barring, pending the next GM. This is in addition to an immediate barring made by bar staff in the instance of, for e.g. a fight or theft. In such instances this barring must still be reported to the admin/mediation group in order to start the next parts of the process.

- b) The admin/mediation group will inform the person against whom an allegation has been made that they are barred from the Cowley pending the next GM.

- c) IF [and only if] verifiable contact has been made with the person(s) making the allegation has been made, the admin group will inform all other collectives, members, volunteers and users that the above person is now barred pending the next GM.

- d) The admin/mediation group will attempt to make contact with the person(s) who have made the allegation to ascertain whether they wish to add any extra information, and whether they are comfortable with their identities being known to the admin/mediation group.

- e) If named contact [known only to the mediation/admin group] cannot be made with the person(s) who made the allegation, barring will cease from the next GM, as lack of contact indicates that a mediation process will not be possible. The GM will be notified that an anonymous allegation has been made against an unnamed person – this is simply for transparency so that the mediation/admin group cannot be accused of withholding information if at a later date more information arises.

- f) Unfounded allegations can be deemed such with consensus of the mediation/admin group and disregarded.

- a) When an item related to barring is on the GM agenda, this item shall be moved as far to

the front of the queue as possible. The person who has had an accusation made against them is free to attend the GM to state their case. If this is not possible or desired a written statement can be made instead or a proxy sent.

b) After the person who has had the accusation made against them has stated their case at the general meeting, they shall be required to leave. This is to allow people who may not feel comfortable being in the same space as the aforementioned person to attend the meeting and be part of the discussion.

c) In instances where discussion would become drawn out within the context of a general meeting, the meeting can choose to defer further discussion to a Special General Meeting and a time and date set for this. Barring will continue during this time.

d) As an alternative to attending the general meeting, (or a special general meeting) verbal or written statements expressing disagreement with the unbarring of an individual could be given. However, it is noted that any written statement is by its nature unmoveable in its position and cannot be reason alone to block or alter a proposal. Therefore written statements from those unable to attend can be used to add extra perspective and information to the discussion. It is acknowledged that Cowley General Meetings are not always an accessible forum in which to air grievances, but are currently the only workable solution.

- a) In the event that statements from the person(s) making the accusation and the statement from the person who has had an allegation made against them do not match (as in there are disagreements as to the course of events or details therein) then the barring will continue for the duration of this process. Two groups will be set up, one to work with the person(s) making the accusation and the other with the person against whom an allegation has been made.

b) The mediation group will take on the role of facilitating between the two groups. The wishes of the person or people who have made the accusation should be taken into account. Even if the two narratives never match and there are continual discrepancies over details it is hoped that some form of resolution can be reached, whether this is based around a continued barring of the person who has had the accusation made against them, counselling or other forms of intervention. The results of the mediation will then be brought to the next general meeting.

- Refusal to engage with the mediation process indicates an indefinite and sustained barring from all areas of the club. Again it is important to note that engaging with mediation is not

an admission of guilt. Equally, engaging in the mediation process does not necessarily mean a person with an accusation made against them and the maker of such an allegation will have to make contact face to face – once again as appropriate to the situation.

- a) A ban of a Cowley Club or 12 London Road Social Club member [which is different from being barred] will result in a process of expulsion in alignment with The Cowley Club and 12 London Road Social Club primary rules. This will hopefully be made by consensus at a general meeting, or by 2/3rds of all present voting Cowley Club members and quorate general meeting.
- b) The Cowley Club/12 London Road Social Club is able to bar one of its own members.
- c) The Cowley will at all times attempt to deal with all allegations in an appropriate and sensitive manner regardless of membership of the above.