



## QUEER CAFÉ LGBTQ INFORMATION NETWORK

# Safe Zones

Typically, Safe Zone programs are found on university and college campuses (Also, high schools and workplaces). Safe Zone programs provide safe spaces that are highly visible and easily identifiable to lesbian, gay, bisexual, transgender, and queer persons, where support and understanding is the key and where bigotry and discrimination are not tolerated.

Safe Zones are commonly identified as "ally" programs, where LGBTQ people receive support from and work together with heterosexual supporters. The hallmark of these "safe" programs is the public identification of allies by placing a "safe" symbol sticker, decal, or placard on office doors or within designated spaces.

***By displaying a Safe Zone symbol, allies signify that their office, classroom, or workspace is a safe place for LGBTQ individuals to be themselves, without fear of judgment. When they see the symbol, LGBTQ students and clients know that they will be respected and affirmed and that they can talk about personal issues without guarding or editing their language.***



It is an educational initiative that provides resources and information about the concerns of the LGBTQ community. It is a network of allies and advocates that offers a non-judgmental, supportive and affirming sanctuary for LGBTQ students.

It is a diversity program aimed at increasing awareness and understanding of LGBTQ issues and fostering a climate of respect and acceptance of all people, especially those who are different.

It is an organization of allies and advocates seeking to address bigotry, prejudice, discrimination, harassment, hatred, and violence. It is a group of concerned educators responding to injustice, homophobia, heterosexism, and other forms of oppression.

***The purpose of a Safe Zone program is to reduce homophobia and heterosexism on campus and thereby to make the campus a safer and freer environment for all members of the community regardless of sexual orientation. Individual students and faculty and staff members are trained to serve as resources for members of the campus community who are interested in thinking through and becoming more knowledgeable about diversity of sexual orientation.***



### Program Components

- Decal, placard, sign with distinctive symbol
- Informational resource manual or handbook
- List of LGBTQ services and resources
- List of agencies, organizations, activities
- Class, workshop, or training session
- Advisory board/committee
- Website, social media, on-line resources
- Social and educational events

### Training Session

- LGBTQ terminology and symbols
- Affirmations and challenges of LGBTQ people
- Research, statistics, and data
- Guest speakers sharing personal stories
- Tips and strategies for allies
- Case study or scenario-type exercises

### Topics and Subject Matter

- Coming out process
- Homophobia and heterosexism
- Respectful language and inclusive terminology
- Preferred pronouns
- LGBTQ news, celebrities, and history
- Transgender and genderqueer issues