

Policies of Biblioterre

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Natural Responsibility, Equitability, Holistic Health, Indigenous Allyship

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Operational Policies

1. **Mission Policy**: “Biblioterre’s mission is to provide a land base for projects that are aligned with our vision while helping people to explore their role in nature”

Biblioterre is a Worker’s Coop run by worker-members. Worker members share governance over a piece of land, and gain access to common spaces, gardens and tool libraries. Operating as a not-for-profit organization, Biblioterre reinvests its profits, earned through membership fees, dues and leaseholds, etc, into initiatives that are aligned with its vision, including the subsidizing of a sovereign space of land, to be managed by participating members of the local Indigenous community on whose traditional territory we hope to reside.

Members uphold the mission by engaging in an equitable financial and work-based relationship with Biblioterre, through which links are made between member-privilege and member-responsibility, the wellbeing of the people and the wellbeing of the planet.

2. **Land Trust Policy**:

Linked to the mission of Biblioterre, the long term goal of Biblioterre, upon debt-free ownership of the land, is to transfer rights of land ownership into a land trust, that will protect the land, the Biblioterre model, and the sovereign space model of land-sharing, in perpetuity. The final regulations of the Land Trust will be determined over time through sociocratic processes.

3. **Membership Policy**:

Biblioterre is a Worker’s Coop composed of Worker Members. To become a Worker Member of Biblioterre, one must complete the steps laid out in our Membership Package, including filling out an Application Form and a Letter of Intent, and signing an Agreements Document to pledge adherence to the vision, mission, pillars, policies, bylaws and code of conduct of Biblioterre. Pending approval by the membership circle, and onsite member circle (if applicable) the new member must then collaborate on a contract with Biblioterre, which is unique to each member, and will include the payment of member dues for commons, and fees for private leaseholds.

One must purchase a social share in the coop for \$160.30, which entitles the member to one vote at the AGM, and full participation in Biblioterre's governance. Details of member benefits and responsibilities can be found here.

Social Capital*:

Social shares (mandatory) = Membership fee

Privileged Shares (voluntary) = downpayments on mortgage, contributions to annual operations fee, contributions to new common buildings & repairs, etc.

*Social Capital does not include payments of member dues or leasehold fees

Reimbursement of Social Capital:

Shares are considered Social Capital and are reimbursable to resigned and dismissed members only on the condition that the cooperative is financially secure (See article 38, Cooperatives Act, below) in doing so. If Biblioterre is able, shares may be repaid in a first-come-first-served manner unless stipulated in the terms of the member/share contract.

There is no guarantee that social shares will be repaid.

Options for long-term members who wish to be reimbursed their Privileged Share contributions without resignation or dismissal may file a request for reimbursement according to the terms of their contract. Options may exist to collect discounts on dues and leaseholds over time, in lieu of financial reimbursement.

(From chapter C-67.2

COOPERATIVES ACT

TITLE I

PROVISIONS APPLICABLE TO COOPERATIVES)

38. No cooperative may repay or redeem a share or pay interest on a share if

(1) it is insolvent or would become insolvent as a result of the repayment, redemption or payment;

(2) the board of directors shows that the repayment, redemption or payment could adversely affect the financial stability of the cooperative;

(3) the repayment, redemption or payment would cause the cooperative to be unable to fulfil the undertakings made with any third party that grants it financial assistance.

1982, c. 26, s. 38; 1995, c. 67, s. 20; 2003, c. 18, s. 22.

Member Resignation:

Members are expected to fulfil the terms of their leaseholds. As a courtesy, we ask Onsite members to give 1 year advance notice of resignation and Offsite members to give 1-2 months notice of resignation to the membership circle.

Member Dismissal:

Refusal to uphold responsibilities as a member, knowingly going against the values, bylaws, policies, and/or agreements of Biblioterre, or refusing to uphold financial responsibilities are grounds for member dismissal.

4. Governance & Decision-making Policy:

Biblioterre makes its decisions through Sociocracy. Though all members of Biblioterre, under Coop Law, receive the same privilege of one-member-one-vote, the actual day-to-day and long-term governance of Biblioterre is done through sociocracy. Therefore, it is a condition of membership that all members must partake in at least one sociocratic circle, and adhere to their responsibilities therein. Failure to uphold these circle responsibilities is grounds for dismissal from Biblioterre.

All members are encouraged to commit to ongoing training programs in sociocracy, and all prospective members are required to complete a Biblioterre-approved sociocracy training program as a prerequisite for membership.

5. Training Policy:

The purpose of this training policy is to ensure that all members of Cooperative Biblioterre have the adequate training to take part in Biblioterre's circles and to uphold Biblioterre's pillars. Therefore, Biblioterre asks that all members complete the training listed below within one-year of membership. If you have taken a similar training/workshop in the past, exceptions and/or substitutions may be considered by the Memberships Circle. For some members, additional training (beyond those listed below) may also be required.

Members are responsible to pay any fees that may incur during their training, though some training may be provided free of charge through Biblioterre. If a member is in need of financial assistance for training completion, they should approach a member of the Financial Circle to inquire about possible assistance, though financial assistance is not guaranteed and may not always be available. Biblioterre will ensure that all members have notification of upcoming training and/or that members are directed toward the proper training resources.

Required Trainings:

- Nonviolent Communication
- Sociocracy
- Indigenous Cultural Competency
- Anti-oppression or Diversity, Equity and Inclusion

6. **Financial Policy:**

The Financial Overview encompasses all agreements about money, including all community income sources and expenses, members' financial obligations, what the community does and doesn't pay for, and what happens in a financial emergency.

Biblioterre will generate revenue from:

Membership Fees - \$160.30/member for social share in the cooperative.

Commons Dues - \$25/mo. Offsite membership, \$25 + \$55/mo. for Onsite members.

Income Contribution - 1.5% from onsite members and income made onsite.

Private Leaseholds - per square metre (yearly, monthly, weekly and hourly leasehold are available, for residences, agricultural acreage, storage, private office, kitchen, venue, event space, etc.

Events - annual festival, workshops, retreats, etc.

Other sources of revenue may include:

Donations, Grants, Tax Exemptions applicable to not-for-profit and charitable initiatives.

Payment of Fees and Dues

The Membership Fee (\$160.30) is a one-time fee to be paid at the time one becomes a member of Biblioterre. These fees are reimbursable on a first-come-first-served basis upon resignation or dismissal from Cooperative Biblioterre, providing Cooperative Biblioterre is financially able to do so. (see Article 38, Cooperatives Act, below)

(From chapter C-67.2

COOPERATIVES ACT

TITLE I

PROVISIONS APPLICABLE TO COOPERATIVES)

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(1) it is insolvent or would become insolvent as a result of the repayment, redemption or payment;

(2) the board of directors shows that the repayment, redemption or payment could adversely affect the financial stability of the cooperative;

(3) the repayment, redemption or payment would cause the cooperative to be unable to fulfil the undertakings made with any third party that grants it financial assistance. 1982, c. 26, s. 38; 1995, c. 67, s. 20; 2003, c. 18, s. 22.

Commons Dues must be paid on a monthly or annual basis and are non-reimbursable. Dues paid monthly (\$25-\$80/mo.) must be paid no later than the first day of each month, and are for the month ahead. Dues paid annually (\$300-960/yr.) must be paid no later than the first day of the year, and are for the year ahead.

Leasehold fees must be paid (yearly, quarterly, monthly,, weekly, daily, hourly) according to the terms of the individual contract, and are non-reimbursable. As a general rule, leasehold fees must be paid no later than the beginning of the leasehold term.

Additional fees based on a percentage of income/profit derived from onsite business may apply, and must be paid upon completion of the leasehold term, if applicable.

Employment in Biblioterre:

While Biblioterre aims to offer wage/salary/contract positions to worker members, these opportunities will become available once the cooperative decides that such a position is necessary, that the cooperative is financially able to offer a paid position, and that a suitable employee and employment term can be determined.

Such a position will be considered when it is determined that labour is required beyond the capability of the member collective through the monthly volunteer hours expected of each member. In such a case, options for member-based labour contracts will be explored, and otherwise, contracts will be sought with the workforce of surrounding communities.

Members who are not financially employed by Biblioterre are otherwise required to fulfill their volunteer hours, and meet their financial obligations to Biblioterre (commons dues & private leaseholds) through their own methods, including onsite/offsite self-employment or otherwise.

7. Onsite Business Policy:

To encourage a diversity of projects while minimizing direct competition between projects and businesses, Biblioterre will attempt to match all projects to their respective

“niche” and to direct them towards all relevant spaces (i.e. libraries) where there may be opportunities to share costs, resources, and labour, etc.

Onsite businesses engage with Biblioterre on a contract-by-contract basis, where they may set the terms for their spatial and temporal usage and fees.

Members are given priority for the leasing of spaces, though non-member options may also exist. Use of tool libraries and shared infrastructure will be different for each business, but are exclusively for member use.

All onsite businesses are expected to respect the rules of Biblioterre and be aligned with the vision and mission of Biblioterre, which includes adhering to a “triple bottom line”, wherein financial profits are given equal priority with social and environmental profits.

8. End of Biblioterre as We Know It Policy:

Should Cooperative Biblioterre need to be dissolved, it must do so according to all laws regulating cooperative and not-for-profit organizations. If the land is not under the regulation of our member-created land trust, then another land trust may be sought to purchase or receive by donation all of Biblioterre’s land.

All assets that can be sold, will be sold in order to pay off any remaining debts, and social shares if possible. Otherwise, Biblioterre’s assets will be donated to an organization that is ethically aligned with the vision of Biblioterre.

Lastly, all privately owned moveables must be removed from onsite by their owners.

Community Structure Policies

9. Onsite Residence & Housing Policy:

Worker-Members who wish to reside onsite (by developing a respective contract with Biblioterre with consent of existing onsite members) are able to lease rooms or apartments in a common residence, cabins, or moveables (tiny homes, yurts) that are owned by the Cooperative. Cooperative-owned land will also be available for lease for members who wish to build a dwelling or stage a moveable dwelling of their own.

Note: Local Zoning and Bylaw limitations may be prohibitive, though the cooperative will seek all manner of allowance, exception and exemption by demonstrating Biblioterre's alignment with the reasoning behind these laws, in order to fulfill its aim of providing subsidized, low-footprint housing that in turn supports the agricultural and ecological restoration and protection initiatives of Biblioterre.

10. Use of Shared Resources and Equipment Policy:

As proponents of librarianship and accessibility, Biblioterre aims to offer libraries for the shared use of members. These will include literature and media libraries, tool libraries, and other shared infrastructure and resource libraries, including parts of the land itself. It is the responsibility of worker members to make and maintain these libraries, and to adhere to their systems of organization so that they may function smoothly for the benefit of all members.

Locations and Governance:

Libraries of different categories will be run by sociocratic circles based around domains of use. (For example, a Farm Equipment Library will be located in close proximity to agricultural lands, and will be governed by members who use this equipment. A Kitchen Library will be in or near the common kitchen and will be governed by its users)

Organization:

Though members who form the library circles may create their own rules for the library, Biblioterre promotes a consistent system of organization through proper storage and cataloguing, utilizing databases for inventory and borrow/return record keeping.

Sourcing Inventory:

Biblioterre encourages libraries to build collections with secondhand and salvaged items, or through donation as a means of reducing the cooperative's ecological footprint as well as its operation costs, thereby furthering its aims of Natural Responsibility and Equitability.

Repairs and Replacements:

It will be the shared duty of library circle members to source, repair and replace their inventory, and to fundraise or request project funds from the greater Biblioterre community.

11. **Food Policy:**

All shared community meals are to reflect our vision and pillars, be vegan-friendly and include gluten-free options and considerations of food intolerances (depending on members involved). Shared Community Meals are opt-in and may be led by meal circles. Community-led bulk food purchase choices are to reflect Biblioterre's vision and pillars, and are encouraged as a means of reducing packaging, waste, and individual cost to members

There are no food restrictions on non-community meals (i.e. individual member meals). Members have the freedom to eat however they decide, but are encouraged (without pressure or judgment) to produce food locally by participating in community gardens or by purchasing food that is grown onsite. Otherwise, members are encouraged to purchase food from surrounding communities, and, especially in the case of meat and dairy, to purchase from ethical and humane producers.

12. **Child Policy:**

Children under the care of Onsite parents (including Legal Guardians) are not required to (but may choose to) pay membership fees or dues until the age of 18. Parents are responsible for contributing equitably to Biblioterre in relation to their family's usage of utilities, within meal sharing groups, and other relevant areas. Children may participate in leasehold contracts and sociocratic governance if given parental consent and guidance, but are not allowed to vote in the AGM until they become full members in Cooperative Biblioterre.

Aside from the parents, it is the responsibility of all Members to look out for the safety and wellbeing of children and youth. This includes ensuring spaces are safe from dangerous/hazardous materials through proper cleanup, storage and disposal; ensuring proper supervision of potentially dangerous spaces, such as bodies of water and cliffs; ensuring the whereabouts of children/youth are known at all times; and learning/teaching "street smarts", first aid, and emergency responsiveness in multiple scenarios. Members are encouraged to set a positive example as adults, and are required to do their best to keep all children/youth safe from dangers and all forms of abuse, while simultaneously ensuring all visitors/guests to the land are aware of and adhering to the Policies of Biblioterre and the Law.

13. Visitor Policy:

Visitors (including guests, family, friends, clients, attendees, and anyone else who may visit Biblioterre) are expected to respect the same rules and regulations as full members of Biblioterre when onsite, and may be asked to sign a release form upon arrival to the land. Onsite members may take on the role of Host, so that guests will fall under the care and responsibility of their host-member.

Before visiting the land, offsite members are expected to communicate with onsite members, and, unless special arrangements are made with an onsite host-member, offsite members are expected to visit only during the weekly hours of operation.

14. Noise Policy:

Onsite members are encouraged to respect quiet hours between 9pm-9am on weekdays, and 11pm-11am on weekends, unless it is a pre-planned, Biblioterre-approved event. Some flexibility is encouraged with this policy, and open communication between members is encouraged to help everyone meet their needs of work, play and stillness.

15. Firearms Policy:

Biblioterre members (including non-member visitors) may not, at any time while on Biblioterre property, use or bear any firearm (as defined by Canadian Law). Firearms may be kept in your private home or vehicle, but must be unloaded and locked in a secure case.

Pillar-linked Policies:

16. Indigenous Allyship Policy:

“As non-indigenous people residing upon traditional Algonquin land, unceded, and without treaty, we intend in our project to seek consent with and listen to the needs and feelings of indigenous peoples, to encourage Indigenous-led use of the land, and seek

collaboration to evolve our community practices of Natural Responsibility and Equitability.”

Members of Biblioterre who wish to live onsite must first complete an Indigenous Cultural Competency Training workshop, and are encouraged in an ongoing manner to commit to deepen their understanding about the colonial legacy of Canada, the traditional territories of this land, and all issues past, present, and future facing Indigenous cultures, communities, and individuals. This deepening of knowledge is required of members to ensure their ongoing commitment to the vision of Biblioterre, which includes a 50% land-sharing/reciprocity initiative as a means of making links between environmental justice, and justice for Indigenous peoples.

Members must understand that the policies of Biblioterre will only apply to the territory under management by coop Biblioterre, and will not apply to the lands under management by Algonquin partners. The latter group will take leadership in creating and abiding by their own policies. Spaces that are to be directly shared are to be managed by decisions that conform to the policies of both management teams through an equitable and consent-based process. Some possible examples of these shared spaces may be roads, parking lots, trails, ponds, and rivers.

Biblioterre will maintain an Allyship Circle as a communication link between Biblioterre and the sovereign space, with the aim of providing a role of supportive non-interference. Please see Biblioterre’s Initiatives Package for more information on how Biblioterre intends for the sovereign space initiative to unfold, taking into account everyone’s health, safety, security, and happiness.

17. Animal Safe Space Policy:

This policy is meant as a compensatory initiative, to address widespread habitat loss due to human development, and a lack of prioritization of animal wellbeing in our culture and around the world. It is a small action towards the decommmodification and intrinsic reevaluation of animal lives and habitats. We are living in a time of mass extinction triggered by human activity, known as the Holocene extinction. Though some types of animal agriculture and hunting may be considered beneficial to diversity of life, there exists increasingly fewer safe spaces for animals to live and thrive. Our intention is to create a space where animals may be able to experience safety and respect.

This policy is NOT meant as a statement of the supremacy of the vegan diet, a statement of the equality of ethics among hunters, or a statement of the superiority of Indigenous approaches over Settler approaches to hunting.

Wild Animals: There is to be no hunting, trapping, or fishing on Biblioterre grounds. 50% of the territory operated by Biblioterre (25% of the total landbase) is to be designated wildland where, through initiatives of natural responsibility, members will encourage healthy wildlife populations, biodiverse ecosystems, and safe migratory passages between Biblioterre and neighbouring lands. Members who wish to hunt wild animals are expected to do so offsite.

Barnyard Animals: No member is to financially gain from keeping animals onsite. There is to be no raising of animals for the production of meat (including fish and chickens), dairy, fur, leather, breeding, nor for purposes of labour. Some potential exceptions may include animals cared for *in exchange* for eggs, honey, wool, compost, and tilling, providing this is not for commercial gain (these products are not to be sold, nor were the animals purchased from a breeder or someone seeking commercial gain for the sale of animal bodies). In order to attain community consent for “barnyard animals”, members must demonstrate priority for animal safety, health and happiness; ensure that they are not financially gaining from keeping the animal(s); and provide reasoning that the relationship is mutually beneficial for the member and the animal(s). Each case will be reviewed either seasonally or annually (depending on the circle’s decision).

Pets & Therapy Animals: Owner’s & Caretakers are responsible for the safety of their animal companions, and must ensure by all means necessary that all other animals, people, and sensitive onsite areas are kept safe from their animal companions & therapy animals (this includes outdoor cats vs. wild birds, dogs vs. squirrels, and so forth). No commercial breeding is allowed onsite.

Animal Control: Deterrence and prevention are the first options of animal control on Biblioterre lands, followed by relocation of dangerous or damage-causing animals. An adhoc Animal Control Circle may be created when needed, wherein it is encouraged that members find creative and innovative no-kill solutions when it is necessary to remove or deter an animal from the premises. Cases of extreme infestation (threats of disease or famine) may be grounds for extermination, for which the Animal Control circle must consent on a best management practice in a case-by-case manner.

18. **Land-Use Policy:**

When first designating the land into different areas of use, Biblioterre will best accomplish its pillars of Indigenous Allyship, Natural Responsibility, Equitability, and Holistic Health by following this order of priority:

1. Division of Biblioterre and Algonquin sovereign space, through the inclusion of sovereign space project leaders via prior and informed consent, to ensure that both parties have equitable access to forest, water systems, and land suitable for growing food.
2. Designating wildlands and sensitive ecosystems for restoration, reforestation and conservation, to help Biblioterre minimize its disturbance and maximize its contribution to the entire landbase.
3. Determining which lands, buildings and greenspaces will be for common use and the benefit of all members and guests of Biblioterre.
4. Determining which lands, buildings and greenspaces will be available for private leaseholds for the benefit of individuals, families and private groups.

All of Biblioterre lands must be stewarded thenceforth according to the pillars.

19. **Forestry Policy:**

Members who wish to partake in the management of Biblioterre's forest must take part in the Forestry Circle. The role of this circle is to prioritize the health of the forest, and incorporate techniques of stewardship that may include:

- reforestation
- assisted migration of threatened species
- transplanting of saplings from nursery sites
- building tree inventories
- observation of changes in climatic conditions
- planting and propagating native species
- encouraging habitat for endangered species

In so doing, this circle is entrusted by the greater community to manage trails and harvest forest materials in a holistic, long-term management plan that may include:

- selective thinning of invasive species, dead & dying trees, overcrowded regrowth due to previous logging, coppice, or for firebelts
- efficient trail design and maintenance

- sustainable harvesting of forest foods, medicines and materials

20. **Green Building Policy:**

Biblioterre aims to improve the energy efficiency of pre-existing buildings by minimizing emissions, fuel consumption and waste, and exploring all options of renewable energy and permaculture design, such as greywater systems, composting toilets, temperature regulation through tree plantings, and so forth. New buildings must incorporate efficient design from the beginning, and must prioritize energy efficiency, upcycling, nonpollution, sustainability, and safety as guiding principles of design.

21. **Energy Conservation Policy:**

Biblioterre's common spaces are where members work to evolve practices of energy use, and apply various concepts that support Biblioterre's vision, such as librarianship and permaculture design.

Members agree to treat all common spaces with a "raised bar" effort, working towards a holistic model of sustainability, with the idea that in collaboration members can accomplish more and serve a greater environmental contribution than when working as individuals in their private lives.

Members agree to carpool, take public transportation or minimize single-driver transportation when possible. Biblioterre will maintain a schedule to coordinate carpooling to and from Biblioterre.

22. **Consumer Purchasing Policy:**

With the intention of avoiding both contributions to local landfills and sending recycling across the world, Biblioterre firstly encourages members to reduce consumption and avoid purchasing items with excessive and non-compostable packaging, and secondly intends to process its own onsite "recycling" and "garbage" into use-able forms to be included in the Upcycling Library.

23. **Inclusivity & Accessibility Policy:**

Through sociocracy, Biblioterre intends to use non-violent communication while working collaboratively to practice non-hierarchical and consent-based decision-making. Biblioterre encourages members to become aware of their individual privileges and biases, and work toward a social model that considers the nuances of each individual's identities. Members aim to approach projects and activities through a non-discriminatory, intersectional lens with the intention of being inclusive and accessible.

This includes:

- creating a safe space for all animals and humans, regardless of race, gender, ability, sexuality, ethnicity, class, and age;
- designing spaces for use by members and guests with varying degrees of physical and mental health and ability;
- creating programs that encourage all walks of life to develop their unique strengths;
- using a non-profit model with aims to keep prices accessible for those with less financial privilege;
- cooperating in circle meetings to ensure that all members feel comfortable and safe to speak their minds, knowing that they will be heard and that their contributions matter;
- ensuring all members are trained in anti-oppression;
- listening to and seeking collaboration from outside communities;
- seeking ways for people to be able to access the land (via either public transportation and/or carpooling opportunities);
- indicating when events or spaces include heavy-scents, low-scent or when they are scent-free.

23. Conflict Resolution Policy:

Onsite members are required, (offsite members are encouraged) to undergo training in Non-Violent Communication.

Conflicts that cannot be settled through person-to-person communication may be brought to an appropriate circle that is specific to the problem at hand, or to the Community Living Circle, wherein a team may be enlisted to cultivate a safe-space for discussion, where the problem may be mediated in a fair and supportive manner. For more strategies in conflict resolution, please refer to our [Conflict Strategy Document](#).

Members are also encouraged to express their feelings, concerns, needs, and objections at circle meetings, and if possible, as soon as they arise, to promote an open flow of communication and to help other members strengthen their skills of listening, empathy, courage of expression, and trust.

24. Sexual Violence and Harassment Policy:

Biblioterre's Sexual Violence and Harassment Policy is aimed to protect individuals from unwanted sexual advances, comments, and act, and give guidelines on how to identify, prevent, and report sexual harassment and abuse. It is aimed not only at victims and potential victims, but also perpetrators and potential perpetrators, as well as witnesses. Not only do we aim to prevent sexual violence and harassment, but we aim to support those who may be affected.

Violence and harassment of any kind are strictly forbidden. Biblioterre acknowledges that no one has ever asked to be sexually assaulted or harassed, and the responsibility for any instance always falls on the perpetrator - not the victim. Biblioterre commits to take all reports seriously and to listen to victims with empathy. That being noted, Biblioterre also commits to letting the accused tell their story and to work with all parties to resolve any conflicts. Confirmed cases of assault, and continued harassment are grounds for dismissal and revocation of membership.

Some examples of sexual harassment are as follows:

- Insinuating, proposing or demanding sexual favours of any kind in exchange for goods, services, power, or money; or when someone has expressed that they are uncomfortable and/or uninterested;
- Invading another person's personal space (e.g. unwanted, inappropriate touching);
- Stalking, intimidating, coercing or threatening another person to get them to engage in sexual acts;
- Sending or displaying unwanted sexually explicit objects or messages;
- Commenting on someone's looks, dress, sexuality or gender in a derogatory or objectifying manner or a manner that makes them uncomfortable;
- Making obscene comments, jokes or gestures that humiliate or offend someone;
- Pursuing or flirting with another person persistently without the other person's willing participation. Also, flirting with someone at an inappropriate time (e.g. in a workshop or meeting) is considered sexual harassment, even when these advances would have been welcome in a different setting;

- Sexual assault (a sexual act performed on another person, or an act elicited through force, without that person's clear and enthusiastic consent).

When considering how to reduce rates of sexual violence and harassment, it is important to identify risk factors, to find ways of stopping violence and harassment before it happens, and to ensure that victims/survivors have the support and resources that they need to report abusers before they strike again. In order to prevent sexual violence and harassment, Biblioterre is committed to having at least one member trained in prevention and support onsite at all times. If you spot suspicious or concerning behaviour, it is better to confront the individual before the situation escalates. This could mean alerting a possible victim, and/or using nonviolent communication to call out a friend. If you have been, or witness someone being, sexually harassed we ask that you do everything in your power (regarding personal safety) to stop it immediately, and report it to the Community Living Circle. In cases of sexual assault, we highly encourage you to go immediately to the hospital. If you would like support in doing so, someone from Biblioterre will gladly accompany you.

The majority of sexual assault victims are: women and girls (especially women of colour), younger people (between the ages of 18 and 34), and transgender people. When it comes to sexual harassment, members of the LGBTQIA community are more likely to suffer from sexual harassment compared to their straight and cisgender peers. Even so, there are no qualifications for who can be the victim of sexual harassment and sexual assault - men, children, and other vulnerable populations have also been victims. When it comes to the perpetrators, it is important to note that they often, but not always, know their victims.

[\(https://online.maryville.edu/blog/understanding-the-me-too-movement-a-sexual-harassment-awareness-guide/\)](https://online.maryville.edu/blog/understanding-the-me-too-movement-a-sexual-harassment-awareness-guide/)

Biblioterre acknowledges that many survivors of rape and sexual assault experience post-traumatic stress disorder and/or moderate to severe distress. We are committed to do everything within our means to help support survivors and witnesses, which may include organizing support groups and helping survivors find and go to appointments with healthcare practitioners.

Biblioterre acknowledges that everyone and every situation is unique, nobody is perfect, and everyone comes from different histories and is at a different place on their journey. Ethics are a process, and not an end goal. Biblioterre supports an environment of

sexual positivity, brave communication, intersectional empathy, and humour. Though we encourage members to contemplate how their actions affect others (human or non-human), we also encourage assumption of good intentions. Let's try to love and care for one another with humour and play!