

# Protective Beer Spaces



GOOD  
night  
OUT

# To Begin.

Good Night Out Vancouver's roots anchor us to the occupied and unceded ancestral territories of the Musqueam, Skwxú7mesh, and Tsleil-Waututh people, and we are fortunate now to work across Turtle Island. As a feminist anti-violence project and as settlers, we are committed to unpacking the links between colonialism and all forms of violence and oppression, as well as making space in our work to call attention to the continuing colonial Genocide that is non-consensual land occupation and resource extraction, and the ongoing and unsolved cases of missing and murdered Indigenous women and girls and 2Spirit people (MMIWG2S).

Text your address to 907-312-5085 to find out which Indigenous lands you're living on or visiting.

# About Good Night Out.

Good Night Out is a BC based non profit society committed to building community capacity to prevent and respond to sexual harassment and sexual assault in all sectors, with a focus on hospitality, music, and nightlife. We do this through education, outreach, and advocacy.

Good Night Out offers workshops on sexual violence prevention for restaurants, bars, breweries, pubs, festivals, art spaces, and more.



Our primary activities are focused on supporting partners to build and improve their own prevention and response capacities. We offer our partners tools to help keep patrons and workers safe. We also support spaces and teams through at-event safety outreach, environmental audits, and policy and prevention plans. Our work has been recognized on a local, national, and international level.



# A note from BC Craft Brewers Guild.

The BC Craft Brewers Guild continues to review and expand its focus on educating our members and patrons regarding creating safer spaces within our breweries and at partner events. In 2022, we created our Anti-Harassment and DEI Code of Conduct, which governs the behaviour of all our members and informs Guild members of behaviours that are deemed unacceptable.

We are now working with Good Night Out to create a guide to Safer Beer Events to include our member's onsite events and events breweries attend with our partners, such as festivals. It is the Guild's ongoing commitment to review and update our codes so that we provide the safest space and environment for our staff, our patrons and event attendees.

# Why Safer Spaces?

*AKA: an answer for when someone asks “Can’t we just keep it about the beer?”*

Sexual harassment is pervasive.

Having harassment prevention and response procedures is a legal requirement.

Events and spaces that sell alcohol have multiple risk factors that could mean sexual violence is more likely to happen or go unnoticed.

Customers expect more from the establishments they choose to spend time and money in

70% of Canadian workers have experienced harassment on the job.

In BC, having a bullying and harassment policy (including sexual harassment) has been legislated since 2012.

Research has shown that alcohol consumption, young workers, tip-based compensation are all factors which can contribute to sexual harassment and violence occurring.

The COVID-19 pandemic brought about a hyper-focus on customer safety and supporting local businesses, which has impacted current customer choices around who they support.

## Safer / Protective Space:

What makes a person feel safe will differ based on ones identities and experiences; because of this, no space can be 100% safe, for 100% of people, 100% of the time, which is why we say safer and not 'safe space.' Safer is also preferred as we know that harm can and will still happen, even with all the policies and procedures in place. 'Protective' spaces are simply spaces where there is active investment to help protect the people inside them (workers, contractors, performers and customers) from harm.

# Words to know.

## Sexual Violence:

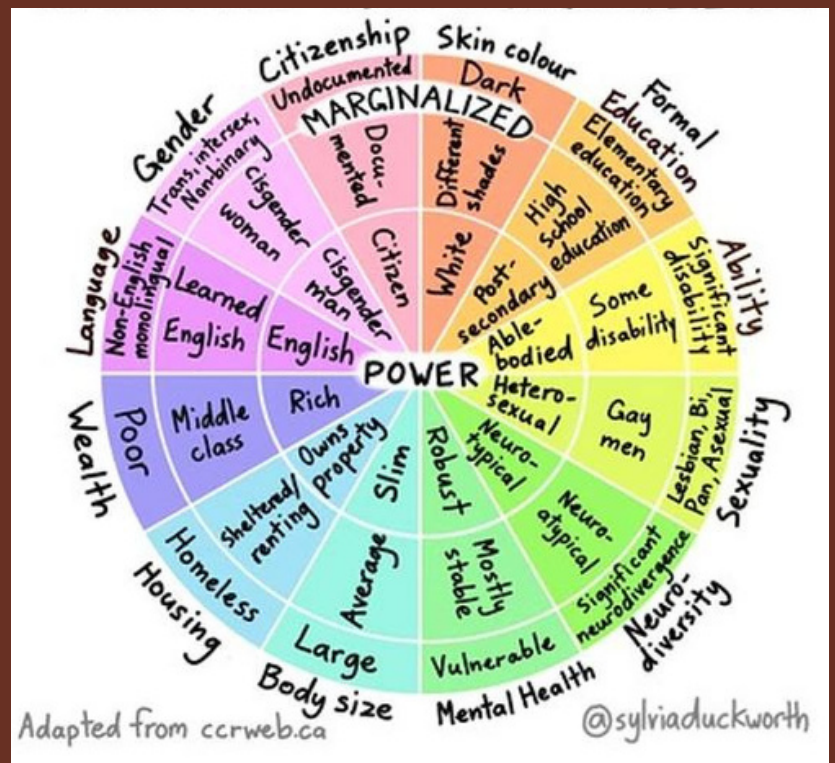
A non-legal term that defines a spectrum of non consensual behaviours & actions targeting a person's sexuality and / or gender identity. Sexual violence can be physical, verbal, non-verbal, one-off, and/or repeated. There are many different types of sexual violence, including sexual harassment, sexual assault, sexual exploitation, indecent exposure, voyeurism, cat-calling, creepy comments, etc. Some of these behaviours are legal, however that does not make them okay.

# Intersectionality:

Intersectionality is a framework by legal scholar and lawyer Kimberlé Crenshaw to better understand how aspects of a person's identity combine to create different, but simultaneous, modes of discrimination that are inseparable from one another.

Sylvia Duckworth's illustration of Wheel of Power/Privilege can help visualize how power contributes to marginalization and what is meant by the term intersectionality.

This visual helps to illustrate how some aspects of your identity may give you some power in certain spaces and less in others. You may notice that as you try and map your identity across multiple categories, your level of power/ marginalization shifts.



# Survivor:

Refers to a person who experiences sexual assault. Some people prefer this term, while others may use the term 'victim.' Some people / organizations may also use victim/survivor as one term. It is always best to ask a person which term they identify most with as it may be a personal choice. A note that it is often recommended that neither of these words are used in policy.

# Impact vs. Intent:

**Intent:** The sum of our thoughts, feelings, desires, and beliefs that go into a decision to engage in a behaviour. Can be either conscious or subconscious. Intent happens prior to action and may take minutes or moments to form. Intent is not behaviour; it is the driving force that causes behaviour.

**Impact:** The effect that behaviour has. When we witness or experience someone else's behaviour, we perceive it, and then have thoughts or feelings in response. That is the impact. It is not the action or behaviour itself, but rather how it lands and affects us. [SOURCE](#)

# Accountability:

Accountability is how we own our responsibilities (the duties we have in response to our positions, actions, and roles in the world), especially those related to harm.

**Personal accountability:** Taking responsibility for your own thoughts, beliefs, feelings, and actions that impact you primarily, or impact others. Must be intrinsically motivated.

**Interpersonal accountability:** Taking responsibility for your own actions that impact others.

**Organizational accountability:** As a team or collective, taking ownership for how the whole of an establishment lives up to (and falls short of) a defined mission and values and / or causes harm.

With content from [The Consent Academy](#)



# Workplace Sexual Harassment (WSH):

## KEY POINTS

Sexual harassment is not just about touching.

Intent is not required for an act to constitute workplace sexual harassment.

Sexual harassment has negative impacts on the worker and workplace.

Your policy needs to define what is and is not workplace sexual harassment.

Workplace sexual harassment is defined as unwelcome conduct of a sexual nature which includes behaviours that are insulting, humiliating, and offensive.

This can be a one-time occurrence or repeated behaviour over time.

This is defined as workplace sexual harassment regardless of whether the person harassing meant to do so or not.

## "Conduct" is not only touching:



Physical: touching, grabbing, gestures, body language



Environmental: exposure to sexualized images that are not a part of the job



Verbal: invitations, "jokes," comments, and questions



Attitudes: transphobia, homophobia, and sexism



Sexualized, revealing and / or gender-stereotypical dress code requirements

risks.



# Risk Factors.

There are identifiable factors that can often present in breweries, tasting rooms, beer festivals and community events hosted at breweries that increase the need for protections to be in place.

It is important that your team learns how to recognize these factors, name them, and then put in measures to address them, thereby helping to mitigate the risk.

- alcohol**
- drug facilitated sexual assault
  - alcohol is linked aggression and increased victimization
  - young patrons who lack risk reduction skills
  - expectation of drinking during networking

- people**
- interfacing with the public
  - staff to patron ratio
  - high volumes of patrons (large beer festivals)
  - patrons and workers that are statistically more likely to be targeted

- physical space**
- large
  - dark
  - unsupervised areas
  - nooks and crannies
  - Staff working remote/ alone/ closing

- power distribution**
- young staff
  - new workers
  - newcomers to Canada
  - lack of diversity, especially in management
  - new staff /staff turnover
  - high % of women
  - \$ being exchanged
  - tip based compensation

- & norms**
- workplace culture**
- lack of policy
  - lack of diversity
  - culture of permissibility
  - routinely short-staffed
  - precarious work
  - rape culture in the workplace
  - weak training / onboarding

**Important:**  
None of these things CAUSE sexual assault. The only thing that causes sexual assault is people committing it.  
These are factors that can increase the likelihood that sexual harassment and violence may be perpetrated, normalized, or unnoticed in a space.



tools.

# Tools for Protective Spaces.

Once you have looked at the risks that may be present across your space, team and / or event, you can look at implementing tools to mitigate those risks!

Creating spaces that actively resist, challenge, prevent, and respond to harassment requires a 4 walled approach. You need to resource tools that build up each of the 4 walls, or else those risk factors will sneak in. Everyone has a role to play in building and supporting the 4 walls, no matter their connection to the space - workers, volunteers, contractors, and guests.



A Code of Conduct is a great place to start on your journey to creating safer beer experiences!

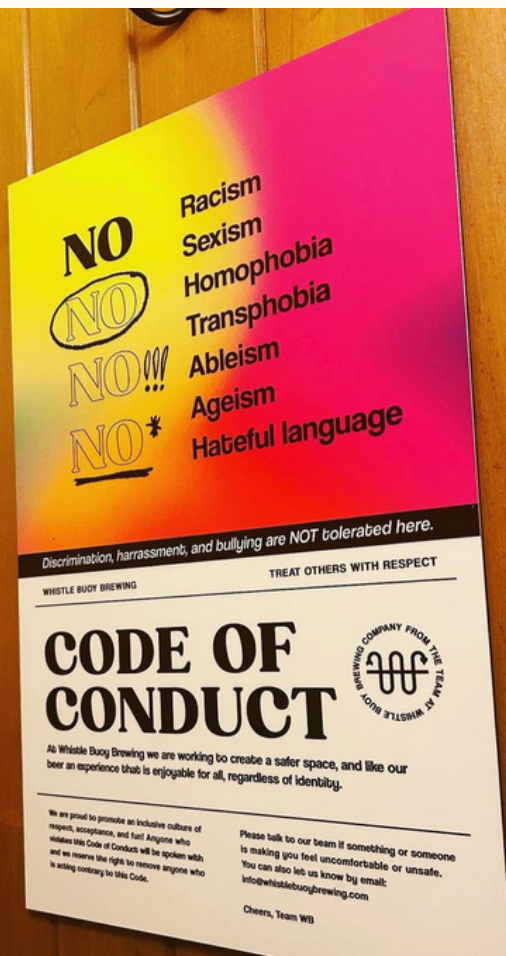
Your Code of Conduct outlines how you want people to feel and act inside your space and at any events you host or attend. It applies to workers, patron, performers and other visitors in your physical and digital spaces.

If you already have a mission statement and / or values, this document is an extension of those. It outlines your expectations of guests and employees, and names what they can expect from you in terms of conduct and response to concerning conduct. It should name how people can get help when needed. This document forms the foundation for a more detailed policy.

# code of CONDUCT

## Tips:

- Keep the document less than one page in length
- Give examples of what types of behaviours will be addressed (ambiguity helps no one and is hard to enforce)
- Share it to staff upon hire, include it in contracts with people hosting events in your space and make it visible to guests upon entry



# Worksheet:

# Creating Your Code of Conduct

Work through these questions as a team and you will have a first pass of your Code of Conduct!

*What do we values do we want our space / shows / team to uphold? Does this reflect work we have already done around our values?*

*Why is this important to us?*

*What are some words that describe how we want patrons to feel during their time with us and after they leave?*

*What are some examples of behaviours are not welcome?*

*What realistically can we enforce?*

*How would our team / patrons / community describe safety at our event?  
Hint: You'll need to ask them!*

*How can people report a concern and get help / support?*

# staff TRAINING

Staff comfort and skill in promoting consent and intervening when witnessing harassment is an essential part of creating Protective Spaces. All staff, even ones that do not interface with customers, should be trained in internal policies and procedures and how to contribute to safer spaces.

Staff should also be given an opportunity to refresh these skills yearly.

[CLICK HERE](#) 

Learn more about Good  
Night Out training

# confidential REPORTING

The same legislation that requires businesses in BC to have a Bullying and Harassment policy also states that businesses must have reporting and investigating mechanisms. Although not legislated, creating a protective space also means giving customers and guests an avenue to report safety concerns.

When selecting a reporting tool, take into consideration the ease of access, privacy and confidentiality details, and ability to monitor and follow up and submissions.



# OUTREACH team

Bringing in an external outreach team can be a useful addition for large events like beer festivals or events involving communities with specific safety needs. Outreach teams can help provide a friendly, proactive presence that works in collaboration with other event services such as security and medical.



## chill ZONE

A ‘Chill Zone’ is a common feature at many large scale events. It is a comfortable place for people who need support (but who are NOT in medical distress) to take a break from the festivities.

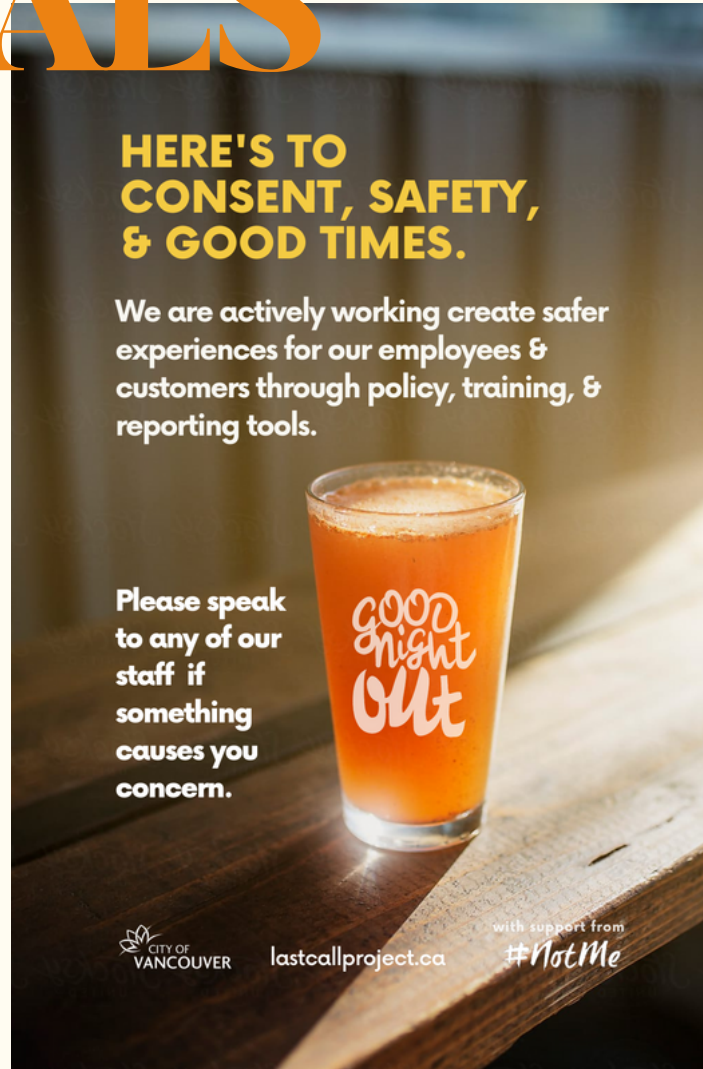
It can be a good place for people who are over intoxicated to take a breather and be supervised or for people who are experiencing anxiety to have a moment to ground themselves. Consider partnering with a local organization to help staff the space and potentially provide relevant educational materials.

# print MATERIALS

Visual reminders of your values, Code of Conduct, and how to get help are how you communicate all of your good intentions and work in this area. They don't just serve to let workers and customers know that you care - they also act as deterrent. Work with your graphics team to create visual assets such as posters and coasters that fit with the overall look of your brand so it is clear the messaging is coming from you and is something you have spent time with.

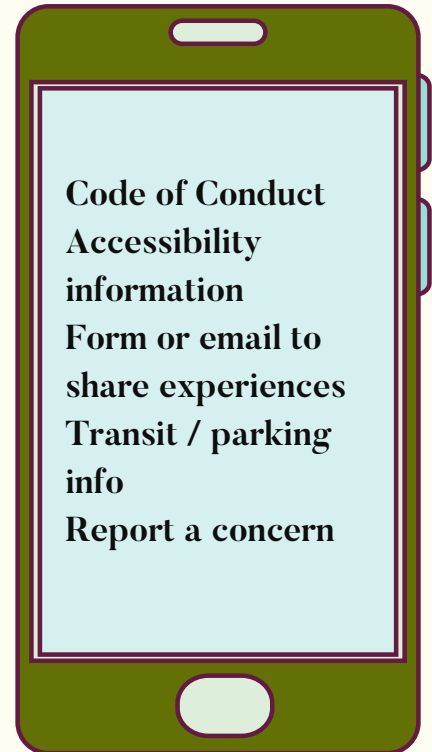
# social MEDIA

Building on the above, be sure to communicate the above in your social spaces as well. If you are hosting a festival or special event, be sure to share the Code of Conduct and safety measures that will be offered along side all promotion of the event.



# WEBSITE update

Remember the thick of the pandemic, when you updated your website to let patrons know all the ways you were prioritizing their safety? You can take the same approach to communicating out about how you are creating a Protective Space everyday. Update your website and create a "community" page that includes the Code of Conduct, details of training you have taken, accessibility information, how to get help, and how to report something.



## event



# FEEDBACK

Seeking out regular feedback via surveys (especially after hosting an event) is key to learning how your efforts were received. This is how you learn what you did well in terms of safety and where your learning edges are. Be sure to also collect demographic information so you can seek how folks who sit at differing intersections of identity felt at your event or in your space.

# Worksheet:

## Protective Spaces Checklist

Reflect on the tools shared in this guide. Check off the ones you are doing. If you are newly on this journey, we recommend you pick 2 to put effort and resources toward, refining as needed, and then add to the offerings. Trying to do ALL of the things on your first attempt risks overestimating your capacity and not resourcing them as well as needed.

TOOL	HAVE OR IN PROGRESS?	Notes
Code of Conduct		
Visual reminders about safety		
Harassment Prevention Training		
Reporting Tool		
Outreach Team		
Safety Social Media Assets		
Website update		



# Supporting Survivors

Even with all the Protective Space policies and tools in place, harassment and violence still may happen, so it is important to include disclosures as part of your planning. How you respond to incidents is just as important as how you work to prevent them. Good Night Out has an additional workshop that focuses on taking a disclosure, which you may be interested in if you want to strengthen your skills in this area.

You are not expected to be an expert when someone tells you they have been harmed. The BRAVE model from Farrah Khan (used under Creative Commons Licensing) and her work at Consent Comes First makes it easy to remember how to show up for survivors.

- B** *Begin by listening.*
  - *Don't pry or press for additional details.*
- R** *Respect confidentiality.*
  - *Ensure they understand how and when you will share the information they have provided you.*
- A** *Ask what support looks like to them.*
  - *Let go of assumptions. Reporting to the police is not every survivor's vision of justice.*
- V** *Validate them.*
  - *Remind them it is not their fault and they are believed.*
- E** *Empathize.*
  - *Understand everyone has a different way of healing from violence.*

## Taking Disclosures

# Do's:

Provide for their immediate health and safety.

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Recognize disclosures when you hear them. If you are worried you might miss something important on which you are required to act - seek out training on workplace disclosures.

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Use your active listening skills. Make space to have the conversation when you will not be interrupted by the phone or work demands.

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Show empathy.  
Speaking up about the sexual violence once has experienced can be very difficult.

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Direct them to additional resources including crisis lines, victim services, and community supports.

# Don'ts:

Hug or touch them without consent.

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Try and navigate this without a path. Your Bullying and Harassment Policy or Respectful Workplace Policy should outline how to receive and document experiences.

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Try and take the disclosure in a loud place where other workers and customers may hear the details. Remember - it is critical to protect confidentiality!

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Victim Blame!  
Asking what a person was wearing or why they did not fight back reflects a misunderstanding of how and why sexual violence occurs.

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Leave people high and dry after they report. Clearly communicate how and when they can expect follow up about the status of the report.

# mistakes happen.

The journey of creating Protective Spaces is one that is ongoing. No single poster, workshop, or social media post will eliminate sexual violence in your industry or greater society. It's a long game. It also requires letting go of ego and pride and replacing it with humility.

Some responses to this learning (and unlearning!) may include:

- Feeling overwhelmed by new or triggering information
- Questioning
- Acceptance & Empathy
- Resistance, Disbelief, urge to challenge
- Reflection
- Holding space for your lived experience
- Asking “why”

While these are all common responses, it's important to pair them with a hearty dose of curiosity and a genuine desire to learn and contribute to change.

This work also involves accepting that you won't always get it right. This can be difficult for some to process. Part of getting comfortable with consent is getting comfortable with receiving feedback about other people's experience and how they were impacted by your actions. If someone shares that your actions or lack of actions have negatively impacted them, remember to listen to their perspective, don't silence them. Instead, thank them, reflect on what you have heard, offer a genuine apology, make a plan to learn, incorporate feedback, and do better.

# In Summary

01

Consider your priorities and values and make sure that your Code of Conduct reflects them. Make sure the employees that you choose to represent you also reflect those priorities and values.

02

Be clear. Lay out very firmly what is and is not tolerated in your space. Make it easy to understand and make it public.

02

Be consistent. Whatever your rules are, make sure you apply them to every person all the time. This can be hard when your friends are the ones breaking the rules, but you have to be consistent with the rules or they become meaningless.

04

The law in British Columbia requires employers to provide a workplace free of bullying and harassment. Employers can face liability if they do not exercise due diligence around preventing, investigating, and responding to harassment in their establishment.



# In Summary

**05**

Let staff know of new policies and documents before they need them. Post messaging where patrons will see it. Visual reminders help people understand expectations and act as a deterrent to folks who might cause trouble in your space.

**06**

People may not always feel comfortable or be able to speak up in the moment about something happening. Having an online form, email or 3rd party app can help encourage those people to speak up.

**07**

This work is not intended to be carried out by one person on a team - that is a recipe for things not getting done and can lead to burn out. This work is a cultural shift that all team members contribute to.

**08**

This work is not about being a “Buzzkill,” in fact, it is about the opposite! When workers and patrons feel supported, it contributes to a more positive experience and contributes to retention!

# testimonial

“ GNO has been an integral part of creating a safe space and culture at Whistle Buoy Brewing. Their Safer Spaces training is very informative and has raised awareness within our team as well as the hospitality industry with respect worker /patron safety and prevention of sexual violence.

We have hired their outreach team to be present at our annual event to ensure responsible and respectful behavior by all attending. GNO along with our team worked together on creating our code of conduct that is visible throughout our space and serves as a reminder for the type of behavior that we do not accept- it has been an extremely important message to all patrons and employees who spend time at Whistle Buoy Brewing. ”

**Nina Colovic, Co-Founder  
Whistle Buoy Brewing Company**

[Learn more](#)  
[about our](#)  
[collaborative](#)  
[brew here!](#)

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# Stay in Touch

[goodnightoutvancouver.com](http://goodnightoutvancouver.com)

Learn more about our workshops for the beer sector,  
including pricing and how to sign up [HERE](#)



[@education@goodnightoutvancouver.com](mailto:@education@goodnightoutvancouver.com)



[@goodnightout\\_vancouver](https://www.instagram.com/goodnightout_vancouver)



[@goodnightoutVAN](https://twitter.com/goodnightoutVAN)

# HELPFUL resources

Salal provides free-of-charge support services to women, trans, Two-Spirit, nonbinary, and gender diverse survivors of sexualized violence. If you are in need of immediate crisis assistance, call 604-255-6344 in the Lower Mainland or toll-free 1-877-392-7583.



# Salal

SEXUAL VIOLENCE SUPPORT CENTRE

[CLICK HERE](#)

## Hope for Wellness Helpline

Culturally competent counsellors are reachable to all Indigenous people across Canada by telephone and online 'chat' 24/7. Services available in English and French. Telephone support is also available upon request in Cree, Ojibway (Anishinaabemowin) and Inuktitut. [1-855-242-3310](tel:1-855-242-3310).

[CLICK HERE](#)

VSAC is dedicated to supporting survivors, supporters, and community to heal from sexualized violence through healing services and education programs. Call the Service Access Line: [250-383-3232](tel:250-383-3232)



## Victoria Sexual Assault Centre

*healing, education & prevention*

[CLICK HERE](#)

# HELPFUL resources

Designed to increase trust in the speak up experience, the #NotMe app was created to facilitate the reporting of issues to management and leadership. Our app enhances the trust and safety of the reporter throughout the speak up process.



[CLICK HERE](#)

## aftermetoo

A one-stop information shop for people experiencing gender-based workplace harassment in Canada. It contains information about the laws related to sexual harassment in Canada, as well as information and advice about how people can protect their careers, finances, and mental health against the damage that harassment causes.

[CLICK HERE](#)

Experienced Sexual Assault?  
Stand Informed offers up to 3 hours of free and confidential legal advice to anyone in British Columbia who has been sexually assaulted. Call: 604-673-3143 or Toll-free 1-888-685-6222  
Email: [standinformed@clasbc.net](mailto:standinformed@clasbc.net)



**Stand  
Informed**

*Experienced sexual assault? Get free legal advice.*

[CLICK HERE](#)

# a final ask...

The logo for 'Good Night Out' is located in the top right corner. It features the words 'GOOD', 'night', and 'Out' stacked vertically. 'GOOD' is in a small, white, sans-serif font. 'night' is in a white, cursive script font. 'Out' is in a larger, white, bold, sans-serif font.

The material in this workbook, unless otherwise stated or cited, is copy-written and IP protected with ownership belonging to Stacey Forrester and /or Good Night Out Vancouver Society, to be used with the intent of learning more about the prevention of sexual violence. It is for informational purposes and is not to be considered a replacement for legal advice.

As part of practicing ongoing and ethical consent, we ask that you:

- Do not redistribute this workbook beyond your team. Others can obtain a copy by contacting us.
- Other than the worksheets, do not reproduce any materials in this workbook.
- Do not use any content contained in this guide as part of any training you conduct (please contact us if you would like a training for your staff!)
- If you are using any of the tools outlined here, you are not required to ask us, but we would love for you to send us an email so we can be made aware of how our ideas are being used.

Remember, consent is an ongoing way of moving through this industry and the world, and one of immediate ways to engage with this practise is to honour our asks. If we are alerted to someone disregarding our asks, we will call them in around this. We appreciate you honouring this work and our relationship with it!