

## **Safer space policy**

*These general policies apply to all project participants throughout all the activities and the online communications. Should you have any questions or concerns, please do not hesitate to make contact with the organizers.*

### **WHAT WE WANT**

1. Respectful behavior: Maintain a fear-free atmosphere and make possible for everyone to feel safe.
2. Assume good intentions: We are all here to learn and explore. If someone says something that you find problematic or upsetting, address their behavior personally with them or ask others for help.
3. Step up / step back: Have you been speaking a lot? Are you someone with many social privileges who is comfortable engaging in conversation and accustomed to being seen as authoritative? Consider “stepping back” i.e. pausing before jumping into the conversation. Conversely, are you someone who is shy or representing a social minority in the conversation, and/or uncomfortable voicing your opinions? Consider “stepping up” and say something brave.
4. Be considerate of human (class, gender, race, sexuality and cultural background) and non-human diversity. Avoid all forms of oppressive behavior or language.
5. Take time to understand and learn from each other. Share experiences, and communicate. The better we know one another, the better we know how to treat each other.
6. Attention to gender roles and labour. Aim to balance the genderized roles.
7. Please help with the overall tidiness of the space and respect the environment.
8. Ask for permission if you are going to take a group photo or share a photo of someone on social media etc.
9. Be aware that the activities will be a child-friendly space.
10. No means no and yes means yes. Do not hesitate to ask for consent when in doubt.
11. If you feel somehow overwhelmed, don't hesitate to take time off, or approach someone for emotional support.

### **WHAT WE DO NOT WANT**

1. Attacks of any kind (verbal, physical, or emotional) and abusive, threatening, demeaning or deliberately offensive comments are unacceptable. Repeated occurrences of such behaviour can be ground for being asked to leave the activities.
2. Do not disrespect the space or the material objects present in the space.
3. Attending the workshops and other activities under influence of substances will be considered disrespectful to other participants and lecturers. Please keep this in mind when you are having fun. We would like to keep the lecture activities alcohol free and smoke free.