

Safer space guidelines

The goal of these rules is to make all EA spaces in Finland safe, pleasant and welcoming. To that end, we have a few ground rules that we ask you to follow.

✓ DO

- Be welcoming, friendly, patient and considerate with each other.
- Aim for intellectual honesty, considerateness and cooperation and be ready to question our own beliefs.
- Have and assume good intentions.
- When we disagree, try to understand why: Disagreements happen all the time and it is important that we resolve differing views constructively. However, people asked to stop any prohibited conduct are expected to comply immediately.
- Respect everyone's right to their own values and lifestyles, and allow them to grow at their own pace.
- Seek consent and respect when someone else sets a boundary.
- Avoid making assumptions related to the identity, sexual orientation, gender, life situation, experiences, thoughts or moral views of another person.
- If you cause harm, acknowledge it and if needed, apologize.

✗ DON'T

- Do not insult or put down other participants. Harassment and other exclusionary behavior aren't acceptable. This includes, but is not limited to:
 - Violent threats or language directed against another person
 - Discriminatory jokes and language
 - Unwelcome sexual attention
 - Repeated harassment of others. If someone asks you to stop, then stop
 - Advocating for, or encouraging, any of the above behavior
- Alcohol and illegal drugs:
 - Do not encourage others to consume alcohol or illegal drugs
 - When alcohol is provided, we expect participants to drink responsibly. Responsible drinking means to us that you are able to take full responsibility for your words and actions
 - The consumption of illegal drugs is not permitted at our events.

HELP

If someone has violated the code of conduct or you want to discuss a personal or interpersonal issue, **our support people are here for you.**

You can contact any of them confidentially or fill in the anonymous contact form:



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