

## PRINCIPALS OF A SAFER SPACE

A safer space means that everyone has the freedom to be themselves, to express themselves freely and to be involved in all activities. In a safer space, all harassment is strictly prohibited. Harassment is any activity or behavior that is subservient to another, creating a hostile and unpleasant atmosphere, or threatening a person or group of people. For example: physical contact without permission, unwelcome verbal behavior, following one, or threatening another. These principles apply to organizers, participants and potential visitors alike. Do not tolerate any discrimination based on: age, gender, gender identity, political opinion, ethnic background, religion or belief, sexual orientation, disability, or any other matter related to person.

Photography at events and the use of images, e.g. social and other media publications are always agreed upon at each occasion.

By following these tips, we can work together to create a safer space:

### Care and take care

- Care about the people around you, care about how they are doing and how your words and actions can affect them. Take care of yourself, others, and facilities and belongings.
- Don't assume, be open and listen.
- Respect others.
- Respect the diversity of people. Respect their different backgrounds, experiences and thoughts.
- Meet other people as they are.
- Follow instructions and act if necessary.

### Behave appropriately and demand it of others as well.

- Do not hesitate to address inappropriate behavior.
- Don't hesitate to ask for help if you feel you need it in the slightest.
- Communicate
- If you are unsure or something is making you wonder - ask.
- If something bothers you - say.
- If an accident happens and you hurt another - apologize.

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If you have any questions, feedback, thoughts or suggestions for improvement in this matter.

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