



PRINCIPLES FOR SAFER SPACE

- **Don't bully**, act disruptive, discriminate or treat others with disrespect.
- **Aim to act without prejudice.** Everyone makes assumptions and it is normal, but actions based on them can be harmful. Making generalizations based on one person's actions is not acceptable. In practice you can think as follows: Can someone change the thing you noticed in five seconds? If not, don't comment on it.
- **Respect each other's boundaries, experiences and opinions.** Everyone has a right to define their boundaries, have an opinion and those need to be respected. Different opinions should be discussed with dignity and respect for others.
- **Pay attention to** others' physical, personal and emotional state and physical integrity.
- **Aim to understand others.** Experiences are subjective but you can try to understand them by being open and genuinely interested to learn. Remember that everyone is an individual and many background factors can influence the attitude towards things.
- **Give constructive feedback and acknowledge succeeding.** Without giving feedback others might not understand the consequences of their actions. While giving and receiving feedback one should act without insulting each other.
- **Pay attention to your own actions.** Everyone is responsible for themselves and it is important to be aware how one's own actions can affect others. You can practice this for example by asking yourself: Could I have done something differently?
- **Use understandable language.** In practice this can mean for example using English instead of Finnish or explaining challenging terms.
- **Be truthful.** When speaking truthfully everyone is given an opportunity to make their own assessment of the situation. False or unreliable action can create uncertainty around us. In a safe space everyone should feel trustful.
- **Intervene in situations that you find unsettling.** Everyone can have an effect with their own actions to resolve difficult situations smoothly.
 - If you feel safe to intervene in a situation you can easily say for example: Is everything ok in here? or I feel uncomfortable in this situation.
 - If you feel unsafe to intervene in a situation you can contact on a case-to-case basis the person responsible for the event, the arranger of the event, harassment contact person and/or security guard.
- **Act equally towards everyone.** Regardless of one's position, JAMKO's actions have a culture of equality and the common rules apply to everyone. In practice you can think: Have I taken everyone in consideration in this conversation or situation?