

## TREY's principles for safer spaces

*Approved in the meeting of TREY's Board on 17 October 2019*

Safer spaces is a method for creating an equal and friendly atmosphere of studying, working and hanging out to everyone. Spaces are made by people themselves, so it is important that everyone takes part in the active encouragement of an open atmosphere where everyone feels comfortable participating as they are. The following principles of safer spaces will be followed in all events and activities of TREY:

- Acknowledge the variety of people's personal boundaries and respect them. Each person is free to determine their own identity. One's gender, sexual orientation, political views or nationality cannot be deduced simply by the way they look.
- Recognise and be aware of your own privileges. A privilege is a special advantage that certain social groups possess which protects them from being discriminated against in certain situations and matters. In society, privileges are determined in relation to one's identity, such as

colour of skin, social class, gender, sexual orientation, mother tongue, state of health and belief.

- Respect others, be conscious about the diversity of the community and appreciate the individuals' differences. Avoid any prejudice against other people. You do not possess any knowledge of others' experiences, thoughts, life situation or their self-proclaimed identity. As humans, we are prone to make assumptions about others, so let's try to acknowledge our own presuppositions.
- Give others space and ensure that everyone is heard and free to participate. Approve that not everybody wants to speak up or perform, and that ways of participation vary.
- TREY's activities are free of discrimination. TREY's activities do not approve discrimination based on any characteristic of a person or a group, such as disability, state of health, gender, sexual orientation or ethnicity.
- TREY's events are free of harassment. Harassment includes behaviour such as verbal harassment, touching without consent and staring. If you are asked to stop inappropriate behaviour, it must be stopped. If you detect inappropriate behaviour, intervene in a proper, calm

manner. You can also ask TREY's harassment contact persons' advice. If you are criticised for your actions or behaviour, take a constructive approach.

Additional information: TREY's harassment contact persons, [hairinta@trey.fi](mailto:hairinta@trey.fi)