

# TREY's Principles for Safer Spaces

Approved in a meeting of the Executive Board of TREY on 19.11.2025.

Safer spaces is a method used for creating an equal and pleasant study, work and leisure environment for everyone. It is important that everyone strives to create an open space with their own actions. In this space, it is easy for everyone to participate as they are.

The following principles for safer spaces are adhered to in all events and activities of TREY:

- Harassment, discrimination, bullying, and racism are not acceptable in TREY.
- Respect each person's physical and mental personal space. Take into account each person's different boundaries, and remember that you cannot know a person's boundaries without asking about them.
- Take into account the diversity of the community, and appreciate the individuality of people. Avoid making assumptions about others because you cannot know their experiences, thoughts, situations in life, or self-determined identities. Because we make assumptions about others regardless, we should try to acknowledge them.

- Recognise and acknowledge your privileges. Privilege refers to benefits that certain social groups have and that support certain groups from discrimination in certain situations and matters. In society, the benefits are defined in relation to identity. Identity factors include, for example, skin colour, socioeconomic background, sex and gender, sexual orientation, language, state of health, and religion.
- Give others space, and make sure that everyone is heard and able to participate.
- If someone requests that you stop behaving disruptively, you need to stop. Apologise if you have offended others on purpose or on accident.
- If you see any inappropriate behaviour, intervene in it calmly and appropriately. You can also contact the event's organisers or TREY's harassment contact persons.

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