

VYY's Safer Space Policy

VYY is an equal and anti-racist community, and the policies of safer space are followed in all of our activities and events.

With the help of the safer space policy, VYY strives to prevent unpleasant situations, and to create a safe and respectful space for everyone. With these policies and through our own actions, each of us can contribute to a more equal and safe atmosphere. VYY takes responsibility for difficult situations and intervenes in unpleasant, disruptive, or offensive behavior.

The choice of the word "safer" rather than "safe" refers to the idea that a completely safe space cannot be guaranteed for everyone, although that is the goal.

The policies on this page are not our own inventions. We have read various examples and modified our own policies based on them. We will update the policies as needed and as we learn new things.

- **Be open-minded and avoid prejudices**

Meet new topics and people with an open mind, and try to identify your own prejudices. Try to avoid making assumptions about other people's backgrounds, personal characteristics, or opinions.

- **Be polite**

Give people space and make sure everyone is heard in conversations. Give everyone a chance to talk, experiment, and participate. Try to use a language that everyone can understand. Also, listen actively and be respectful when others are talking.

- **Respect the boundaries and self-determination**

Respect the personal, physical, and mental boundaries that people set for themselves. Do not touch another person without their permission. No means no; do not disturb anyone verbally, physically, or by staring. Quit or change your behavior if someone requests so.

- **Do not embarrass or belittle others**

Avoid embarrassing or degrading the reputation of others. Don't spread rumors even if you don't share the same opinion or values with someone, or don't like someone. We treat others as we would like to be treated.



- **VYY does not allow violence, harassment, racism, or discriminatory behavior or use of language.**
Don't share racist, ableist, or otherwise stereotypical claims, even as a joke or ironically. Don't leave people out of the group or otherwise ignore them. Violence is never acceptable.
- **Internalize that we are all different**
We all have our own skills and strengths. Appreciate the diversity of our community and individuals, and understand that not everyone can do the same as you.
- **Address the discrimination you see or offer your support to those who have experienced discrimination.**
If you encounter harassing or inappropriate behavior, don't remain a bystander. Intervene in the situation yourself and/or report it to the event organizers, anti-bullying persons ("hyvis" in Finnish), or VYY's harassment contact person.
- **Bring up difficult issues and ask for help**
In a safer space, you can also bring up difficult issues. If necessary, be sure to use content warnings if your talking point contains material that is shocking or offensive to others. Ask for help if you feel you need help or support with handling things.
- **Give and receive feedback**
You can and should give objective and constructive feedback on inappropriate actions. If someone gives you feedback on your actions, listen to the feedback and be ready for dialogue.
- **Relax and learn**
With good and civilized behavior, you already follow the policies of a safer space. However, keep in mind that mistakes happen to all of us. In a safer space, it is also possible to step outside your own comfort zone and learn and grow as a person.