

Safer Space Policy

Student Union of the University of Eastern Finland (ISYY)

This Safer Space Policy applies to ISYY's activities. The purpose of the Safer Space Policy is to create an environment where everyone can be themselves without fear of discrimination or harassment. ISYY's goal is to make everyone feel welcome and included in the community and to inform everyone about the procedures for addressing any inappropriate conduct. A safer space is created by the people. It is important that everyone makes active efforts to create an open and safe environment where everyone can participate. Everyone who participates in the activities is responsible for creating a safer space. A safer space creates a sense of community and inclusion.

Remain open

Be open-minded with new topics and people. Take each new thing and situation as an opportunity to learn and grow.

Respect

Give others space, pay attention to your word choices, and keep the participants' diversity in mind. Respect your own and other people's boundaries – physical, mental, and social boundaries.

Don't make assumptions

Respect people's right to define themselves. Don't make assumptions about other people's gender, sexual orientation, ability, or other personal characteristics. Don't make assumptions about other people's experiences, thoughts, or life situation either. Don't pressure anyone into using substances.

Intervene

If you witness harassment or other type of inappropriate conduct, intervene immediately.

Take responsibility

No means no. If someone treats you inappropriately, tell the bully or harasser immediately that you do not tolerate their behaviour and ask them to stop.

Encourage

Listen and be encouraging. Contribute to creating an open, communicative, and respectful atmosphere through your actions.

If you suspect that a student has experienced bullying, discrimination, or harassment, encourage them to contact the University's harassment contact person.

Relax

You are allowed to make mistakes and ask questions.

Reach out to someone

If you experience or witness inappropriate conduct, report it (depending on the situation) to the chairperson of the Executive Board, ISYY's equality observer, ISYY's harassment contact person, or the chairpersons of the Representative Board. We want everyone to be able to be themselves and feel safe when participating in our activities. The staff's participation in the Safer Space Policy will be agreed on in more detail in cooperation between the employer and employees. ISYY does not tolerate any kind of harassment, discrimination, racism, sexism, or bullying in its activities.