

Transfeminines

Principles for safe spaces

Any kind of harassment is prohibited, including verbal or physical harassment, or by harassing with facial expressions or other non-verbal communication. We will follow these principles in all of our events. If an attendee fails to conform to the principles despite being given a warning, they will be removed and given a temporary or permanent ban to the association's events.

Discrimination based on the following traits is not allowed: age, sex or gender, gender identity, political views, ethnic background, religion or beliefs, sexual orientation, disability or other similar personal characteristic.

Photographing in the events are forbidden by default, but this rule can be relaxed should the participants consent to being photographed. Note that in that case you should all agree on the allowed use of the photos in social media or other publications.

Here's a few essential rules of conduct with which we can all enjoy having a safe space:

- 1) Don't assume - be open and listen.
- 2) Care about people around you.
- 3) Respect people's diversity, their experiences and their thoughts.
- 4) Behave well and require others to do so too.
- 5) If you are not sure about something, or you are pondering about it – ask!
- 6) Don't hesitate to ask for help if you feel like you might need it.
- 7) Don't hesitate with acting against inappropriate conduct.
- 8) A staff member or organizer (the "safe space person") will be there for you if needed, and you can discuss with them confidentially.

In case of harassment or inappropriate conduct please contact the event's safe space person immediately. If you feel that you have been harassed or you've witnessed inappropriate behavior and it was not properly addressed during the event please contact the board of the association at hallitus@transfem.fi.

Welcome to a safe and nice event!

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Board of the association
15.02.2021