

Principles of Safer Space

These principles have been created to ensure that everyone feels as comfortable, welcome, and safe as possible when participating in the activities and events of Helsingin Ekonomit. The principles apply to all our events and activities, and by taking part in them, everyone commits to following these principles.

- **Encounter:** Approach others with an open mind, be well-intentioned, and show kindness and acceptance toward others and yourself. Treat every interaction as an opportunity to learn and grow.
- **Respect:** Give everyone space to be themselves. Respect people's differences, personal space, privacy, and right to self-determination. Remember that you do not know everyone's characteristics, experiences, or boundaries. Pay attention to your choice of words and value others' opinions. Do not mock, embarrass, or judge anyone through your words or behavior.
- **Listen:** Avoid making assumptions about others. Allow everyone to define their own experiences. Listen and aim to understand.
- **Intervene:** If you witness harassment or other inappropriate behavior, take action. If you offend someone yourself, apologize. Likewise, be prepared to forgive others, if they unintentionally offend you.

We all share responsibility for our own behavior. Together, we build an open, inspiring, encouraging, and inclusive atmosphere.

Everyone Has a Responsibility to Intervene

If you encounter or witness inappropriate or offensive behavior that violates these principles, you have the right and responsibility to intervene. You may also report the matter to the event organizers or to the harassment contact person of Helsingin Ekonomit.

These principles are communicated to all participants in connection with event communications.

If You Experience Harassment

- If you are subjected to harassment or observe harassment, clearly inform the person responsible that you want them to stop.
- If someone points out that your behavior is inappropriate, do not argue. Reflect on your actions and be prepared to apologize.
- If you need external assistance to resolve the situation, contact the harassment contact person of Helsingin Ekonomit.
 - Write down what happened and save, for example, related social media discussions for further clarification.
- If the harassment is so serious that it constitutes a criminal offense, contact the police.