

Principles of equality and safer space

Integralis events follow these principles to guarantee that everyone feels safe and welcome:

- 1) In problem situations, ask for help from the person in charge of the event.
- 2) Call 112 in emergency situations.
- 3) Take care of yourself and the people around you (By e.g. ensuring you are always able to reach home safely). See to it that someone in need of help gets help.
- 4) Treat every person with respect and dignity, and that includes respecting the physical and mental boundaries and diversity of people as well as not making assumptions about gender, sexual identity, nationality, ethnicity, or any aspect of that person.
- 5) Do not discriminate, bully or touch others without permission. Remember, no means no, and you cannot know someone's limits without asking first.
- 6) If you or someone you see experiences discrimination or harassment, please contact the event organizers or harassment contact persons either in-person or online or by filing a harassment claim (the form can be found on the Integralis website).
- 7) Be mindful and inclusive when speaking a language that is not spoken by everyone around you. Do not speak ill about people in a language they don't understand.

Penalties for misbehaviour range from a warning or removal from an event all the way to temporary or permanent bans from events as well as revoking of membership in severe or recurring cases and contacting the police if a crime is suspected. Questions and comments regarding the safer space principles can be sent to integralis@helsinki.fi.

Integralis' harassment contact people are:

[harassment contact persons]

This document has been approved at the statutory meeting on the 22nd of August 2024