

# Integralis Equality Plan

Upholding equality and creating safe spaces is an important part of fostering a welcoming and inclusive environment for all our members.

In events organized at Matlu klusteri, Integralis follows the Safer Space Guidelines of Matlu ry. Integralis commits to creating and updating our own English language safer space principles modelled after theirs for our own events. In events organized in HYY spaces, Integralis follows the Safer Space Guidelines of HYY.

Our events are open to and welcoming of all members.

## Disabilities:

The organisation will take care of members with disabilities and accommodate their needs when planning events. The organisation commits to maintaining (e.g. on the Integralis website) a list of accessibility features of commonly used spaces (such as Matlu klusteri, Hideout, Alina hall etc) and specify the accessibility of uncommonly used spaces in event announcements.

## Alcohol Use:

Keeping in mind that members don't always want to drink, all events are alcohol optional and non-alcoholic options are always provided when alcohol is served. Pressuring someone to drink when they don't want to constitutes harassment. Integralis commits to organising non-alcoholic events every semester.

## Reserved tickets:

Tickets may be reserved only for direct organizers of said event to ensure equity.

## Nudity and sexual content:

In order to keep our events and spaces comfortable for all members, sexual content is not permitted in our spaces (including all our online spaces). Nudity is only allowed at events where it is appropriate (e.g. sauna nights) and only when all participants consent to it.

#### Sauna policy:

During Integralis' sauna events the saunaing will be divided into the following shifts to ensure a safe and comfortable experience for all members:

- Non-male
- Non-female
- Mixed if participants consent

#### Special diets:

We consider the dietary restrictions of our members for our events (allergies, veganism) and strive to provide vegan options at events where food is expected to be provided as per our environmental plan.

#### Transparency of operation:

We aim to keep the organisation's operations entirely transparent to all members. All board meetings are open to all members. All members are encouraged to read the minutes of the meetings, give suggestions and participate in organisational work.

#### Language use:

The primary language of the organization is English. However, Integralis does not discriminate based on proficiency in English (or Finnish/Swedish). At Integralis events we do not enforce the use of any language in casual conversations. We encourage people to share their own language and culture with other members.

## Implementation:

- 1) Ensure the filling of 2-4 anti-harassment and equality officer positions, preferably ensuring gender diversity.
- 2) Ensure all harassment contact personnel are clearly listed on the Integralis website.
- 3) Ensure the safer space principles are easily available to attendees of events.
- 4) Ensure anonymous harassment report system

This document has been approved at the statutory meeting on the 22<sup>nd</sup> of August 2024.