



Condus Safety Space Protocols

Condus has committed in their activities to follow the safety space protocols. The target of these protocols are to make Condus' activities and events places where everyone feels comfortable, accepted and welcomed to participate as themselves and lower the threshold to interfere in all unpleasant and inappropriate behavior. By participating Condus' activities you also are committed to follow these protocols so check them out properly! The Protocols are simple and easy to understand; the main point is to face each other with respect.

Every Condus member is part of creating a happy feeling and good atmosphere so you are important! Also to intervene all discrimination, harassment, molestation and all other unpleasant things is everyone's responsibility.

1. Respect everyone's own space and immunity

We have zero tolerance to all harassment and discrimination. Don't harass anyone with words, touching or staring.

Please do not accept any kind of sexist, racist, homo- or transphobic, defamatory or violent speech or behavior around you. Remember that even though something is funny to you, for someone else it might feel unpleasant or distressing.

Please intervene to all inappropriate behavior if you can or ask a friend or the safety person to help. Person who behaves inappropriately will be removed from the space. If you feel like organizers or safety persons should know about something that is happening, please go and tell them.

2. Care and take care

Take care of yourself and others. If for some reason you can't take care of yourself, please ask for help. If someone asks for your help, please help the best way you can. If you can't help, take the plea for help forward for example to the organizers - make sure no one stays alone with their problem.

3. Know your assumptions and prejudices

A person often makes assumptions about others for example by their look or other features if they don't decide to challenge these locked track of ideas - so challenge them! So please do not

assume someone's gender, sexual orientation, mental health or where someone is from. We all have different identities and backgrounds, remember this.

4. Communicate

By being open and friendly you create an environment where communication is easier. If something isn't nice, please tell about it. If someone comments on your behavior, please take it constructively. Those who comment on your behavior don't insult you as a person, they just help you to improve yourself. Everyone has something to learn, you can reconcile accidentally being a jerk usually with understanding and with an apology.