

Felm Principles for Safer Space



Felm is committed to the principles of safer space. A safer space is an environment where all individuals feel safe, welcome, and supported. All individuals have a responsibility to behave in a way that keeps themselves and others safe. The principles of a safer space are based on mutual respect, appreciation and connection between people.

The safer space principles speak of a safer space instead of a safe space because it would be impossible to promise a completely safe space in all circumstances, but we still strive to achieve the safest possible space in our activities. The Safer Space Principles are linked to the values and strategy of Felm which states that we strive to stand with the discriminated and oppressed, to build peace and to work for a better and fairer world. Prosperous communities are at the core of our operations as well as well-being of our staff.

In our work, safer space principles mean the following:

- 1. Treat other people with courtesy, respect and appreciation.** Do not make inappropriate or belittling comments about other people.
- 2. Violence, harassment, racism or discriminatory behaviour or language is not permitted in any Felm related activities.** Everyone also has the right to feel safe in activities without fear of discrimination, harassment, sexual, physical or verbal harassment of any kind. Also about those who are not present, should not be spoken of in a derogatory way.
- 3. Respect** the personal physical and mental space of others. Respect self-determination. Do not touch another person without asking permission. Remember that you cannot know someone's limits without asking. Ask for space for yourself, if necessary, and tell others openly and politely about your own limits and any wishes you may have.
- 4. Recognize** the assumptions you make and respect the diversity of people. Respect everyone's self-identity and meet others openly. No discrimination based on gender, sexuality, background, ethnicity, health, religion or disability is allowed.
- 5. Do not assume or generalize** own experiences to apply them to others. We cannot know what another person's experiences, thoughts, life situation, sexuality, gender, nationality, culture, language, religion, values, health or functional capacity really are like.
- 6. Make sure that everyone is heard in the discussion.** In a good debate, everyone has a voice, is heard and can simply listen if they wish. Don't talk over others and try to use language that is understandable to all.
- 7. Listen and learn. Seek to understand rather than argue.** Embrace new topics, people and perspectives with an open mind. Treat every issue and situation you encounter as an opportunity to learn and develop. When arguing, remember that things and perspectives argue, not people.
- 8. Apologize** if you have intentionally or unintentionally offended or hurt others.
- 9. Take responsibility** for your own reactions and feelings. For example, take a moment to calm down if you find yourself getting angry. Remember that others may not consciously mean to offend or act rudely when they do so.
- 10. Intervene, if you see discrimination or offer support to those who are discriminated against, if you can do so without compromising your own safety.** You can also contact the designated person responsible or Felm Safeguarding Focal Point or report your concern here: <https://felm.ilmotuskanava.fi/#/> or contact Felm occupational safety and health.

Remember the "Golden Rule": "Do to others as you would have them do to you." (Luke 6:31)

