



Principles of a Safer Space by LTKY

This document has been created for LTKY to guide the activities of the student union and provide support to its affiliated guilds, hobby associations, and other entities. LTKY, the student union of LUT University, aims to promote equal and inclusive treatment and atmosphere. Everyone has the right to feel safe without fear of any discrimination or harassment. In case of problems, you can also contact the harassment contact persons of the organizing body and/or the harassment contact persons of LTKY.

The choice of the term "safer" rather than "safe" implies the idea that a completely safe space cannot be guaranteed for everyone, even though it is the goal of the operation.

- Violence, harassment, racism, or discriminatory behavior or language are not allowed in LTKY.
- Treat other people in a respectful and appreciative manner, valuing their contributions. For example, avoid making inappropriate, belittling, or personal remarks about other people.
- We all have assumptions and prejudices about other people. Try to identify your assumptions and acknowledge the diversity of people. Respect the identities self-determined by individuals and approach them openly; you cannot know another person's background, experiences, life situation, or define their identity on their behalf.
- Respect each other and everyone's personal psychological and physical space. Request space for yourself if needed. Do not disturb anyone verbally, physically, or by staring.
- Intervene in observed discrimination or offer support to those who have experienced discrimination. Do not stand by passively; take action in the situation.
- Ensure that everyone is heard and can participate in the conversation. In a good conversation, everyone gets a chance to speak, be heard, and can choose to just listen if they wish. Do not talk over others, and try to use language that is understandable to everyone.



- Recognize your own privileges. Privileges refer to advantages that individuals gain by belonging to certain social groups. Privileges are related to, among other things, gender, sexual orientation, skin color, class, language, health, or religion.
- If you violate or are informed about the violation of the principles of a safer space, apologize. Everyone makes mistakes. Also, be understanding of others' mistakes and try to resolve the matter with the parties involved, if possible.

Approved at the board meeting on September 5, 2023.