



VAMOK safer space principles

VAMOK has approximately 1,900 members so as a student union, we bear the responsibility for the welfare of a large number of individuals. Even small actions can significantly impact the sense of safety and inclusion for many students, both within and outside the academic environment.

The goal of these safer space principles is to eliminate fear and allow everyone to be themselves, free from discrimination. While promoting equality and preventing discrimination primarily falls under the responsibility of the educational institution, each student also plays a crucial role in fostering and maintaining an inclusive learning atmosphere.

For these reasons, VAMOK has established a set of principles for a safer space, thereby influencing prejudices and creating as safe an environment as possible for everyone, regardless of background. As an organization and as individuals, we can undertake numerous practical everyday actions to support a more equal, safe, and diverse VAMOK:

- **Intervene in discriminatory behavior.** We have various means to address discrimination we witness or experience. It may be easier to intervene in discrimination not directed at ourselves. Also, confront the use of racist or otherwise discriminatory symbols and emblems.
- **Respect physical and mental boundaries and the right to personal integrity.** The way we use language plays a significant role in respecting others. For example, offensive jokes, spreading rumors, or otherwise derogatory language affects the safety and sense of welcome felt by others in the space.
- **You are responsible for your actions.** Respect others' experiences of what they find offensive or disturbing. "No" means no, and be prepared to adjust your behavior accordingly. Any form of violence is never acceptable.
- **Take others into consideration.** Give everyone the chance to participate, try, and speak. Remember to actively listen and respect others' speaking turns. Ensure that everyone is heard in group discussions and strive to use a common language.
- **Embrace diversity.** Approach new people and topics with an open mind. Try to be aware of your own preconceptions and avoid assuming things about others' backgrounds or characteristics. Remember, every person is unique.

VAMOK is committed to a discrimination-free student culture. If you encounter discrimination or harassment, report it to the event organizers and/or harassment contact persons.