



SUOMEN
JAZZLIITTO

Safer space principles at Jazz Federation's events and workspaces

JAZZLIITON VASTUULLISUUSTYÖRYHMÄ
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Finnish Jazz Federation's safer space principles

We use the word "safer" intentionally: we wish to communicate that safety is always relative. Safety in a certain environment does not have the same meaning for everyone. We also acknowledge our limited knowledge and experience in creating spaces that are safe for everyone.

The Finnish Jazz Federation follows the safer space principles listed below. The principles have been created on the base of existing directions (see reference list below). Our objective is to increase the sense of safety at all our associations' events and activities.

According to these principles, we take responsibility for any difficult situations, we strive to create a safe space that respects everyone, and to intervene in any behaviours that are unpleasant, disruptive or insulting.

A good experience and a safe space, however, is always a responsibility of all participants.

A wholistic event experience and a positive vibe across all activities can be achieved when everyone is accepted as who they are, and when no-one has to be afraid of expressing themselves. Therefore we expect everyone who is involved in our operations and who participates in our activities and events to commit to the principles listed below.

At all Finnish Jazz Federation events, we commit to the following:

Keep an open mind. Event and activity participants come from diverse backgrounds. By remaining unprejudiced towards all topics, opinions and individuals, we give ourselves an opportunity to learn something new and widen our horizons. We ourselves will seek information and learn the appropriate vocabulary about diversity and equal treatment, instead of having to ask marginalised persons to explain their appearance or identity to us.

Nurture an atmosphere of trust. Constructive events and discussions are achieved through trust, and trust is achieved through respecting other people's autonomy, privacy, and their experience of respect. Hence, we make no assumptions about other people's gender, background, state of health, or family relationships, nor do we belittle them. We do not approve any assumptions about a person's capabilities, comments on their personal attributes, or discriminating, racist, homophobic or transphobic expressions.

Respect and listen to others when you speak. We respect and listen to other people's opinions. We accept that others may disagree with us. We express our differences of



opinions in a constructive manner while focusing on the matter at hand, not on individuals. We take care to use language that is sensitive and understandable to all. We avoid gendered, marginalising or stereotype-supporting expressions as well as difficult vocabulary and insider terminology.

Recognise your privileges and positions of power. We recognise our positions of power over others in different situations, and act according to these power relationships. We acknowledge the existence of certain societal structures that may affect people's opportunities to speak and act.

Listen and encourage. We take responsibility for other participants' personal experience by listening and encouraging.

Don't touch without permission. We respect other people's personal space and their self-defined limits. Invasions of other people's personal space also include staring and inappropriate gestures.

Relax! Confusion and asking questions are permitted. Everyone makes mistakes, but we will not be humiliated in a safe group, where we can ask more and learn from our mistakes.

Intervene. If you witness harassment or other inappropriate treatment, don't remain a bystander – intervene.

Let's remember: If someone comments on our own words or actions, we will not understate or defend our behaviour, even when it has been unintentional. Instead, we apologise and change our behaviour.

How to act if you witness harassment or other inappropriate behaviour

Intervene if you see or hear harassment or inappropriate behaviour. Harassment is behaviour that is insulting to human dignity and directed at a person's individual characteristics or attributes. Harassment may be racist or other forms of hate speech directed at a specific group, or inappropriate or discriminatory treatment. Sexual harassment can be verbal, non-verbal or physical undesired behaviour that violates a person's mental or physical integrity. It is everyone's duty to address discrimination, harassment and inappropriate treatment.

When you are not the one experiencing inappropriate treatment, it is easier for you than the actual target to address it. Take the other person's side if you notice that the



situation is uncomfortable for them. If you need help intervening, get in touch with the event's security personnel or the network meeting moderator. You should also raise the issue by contacting the designated Harassment Contact Officer.

The Harassment Contact Officer offers conversation-based support and assistance in escalating the case when an individual has encountered behaviour which is at odds with the Finnish Jazz Federation's safer space principles, either when attending a Finnish Jazz Federation event, or in a professional context.

The Harassment Contact Officer offers guidance on how to escalate your case. The Harassment Contact Officer will not act as a mediator. All discussions with the Harassment Contact Officer are confidential. You can contact the Harassment Contact Officer via email. Please do not hesitate to reach out even when you are not entirely certain whether the behaviour you have experienced is considered harassment or inappropriate behaviour. When you get in touch, please state how you prefer to be contacted (email, phone call) and when, and provide your contact details. In case of an urgent criminal matter, please also contact the police.

Harassment Contact Officer:

Maria Silvennoinen, General Manager, maria.silvennoinen@jazzfinland.fi

The Finnish Jazz Federation's safer space principles have been modelled against the following resources, among others. Thank you for setting a fine principle!

Finnish Music Creators

Brown Girls

Culture for All

The Finnish National Youth Council Allianssi

Safe at Every Stage webpage

Keychange

If you identified any oversights in our safer space principles or wish to provide comments, please email raisa.siivola@jazzfinland.fi. We strive to continuously improve our activities and operational models.

