



## EAVE WORKSHOPS – A SAFER SPACE FOR ALL

EAVE aims to create practices that make everyone participating at EAVE workshops feel safe. We wish to take responsibility of difficult situations and handle conflicts instead of tolerating them.

You have a right to an inclusive and safe environment and communication. You are responsible for your part of the safety of the space that you use with others.

### WHAT IS A SAFER SPACE?

A *safer* space is a supportive, non-threatening environment where all participants can feel comfortable to express themselves and share experiences without fear of discrimination or reprisal. We use the word *safer* to acknowledge that safety is relative: not everyone feels safe under the same conditions. By acknowledging the experiences of each person in the room, we hope to create as safe an environment as possible. We also acknowledge that a *safer* space is never a trigger-free space and cannot be entirely free of discomfort or challenge.

Using the term '*safer* space' also reflects the fact that discrimination and harassment may and do occur even in spaces where norms, policies and procedures have been put in place to prevent such behaviour, and that the work of increasing safety is an active process that should never be considered 'done'.

In a *safer* space, everyone commits to maintaining the space and making necessary adjustments in order to create one.

### ASSUMING AND MAKING GENERALIZATIONS

It is natural to make assumptions about other people, but it is important to acknowledge that and to listen and keep an open mind.

Don't generalize your experiences to apply to others. Speak only on your experiences.

You cannot know about another person's experience on moving in the world, their gender, sexuality, class background, life situation or identity. All differences are not visible: do not talk about minorities assuming that people who belong to them are not present.

Understand that despite good intentions, everyone makes a mistake sometimes. Take responsibility over your mistakes and apologize. Look for information, and do not assume that people who belong to minorities will enlighten you.

### RESPECT

Be respectful of everyone you meet at EAVE workshops. Do not question diversity, rather let people be themselves. Take into consideration differing opinions, beliefs and points of view acknowledging that indivisible human worth belongs to everyone. Recognize and acknowledge things that you do not know much about or that you don't have experience on.

Do not harass anyone verbally, by prying on their private matters, by touching, by staring or by silencing. Respect everyone's physical and emotional boundaries.



## COMMUNICATION

We aim to give space for everyone to be heard, with respect to others.

Make an effort to speak in a way that everyone can follow. When possible, use language that doesn't exclude and aim to discuss and act without attacking others.

When there is photography or filming in our events, we offer a chance to participate without being filmed or photographed. If you want to film or photograph in our events, ask for permission.

## ONLINE ENVIRONMENTS

These guidelines apply to online environments as well. Comment on EAVE's social media by using respectful language. Inappropriate comments that attack persons or groups of people will be deleted.

## WHO TO CONTACT IF YOU ENCOUNTER INAPPROPRIATE BEHAVIOR AT EAVE WORKSHOPS

In case you encounter inappropriate behavior at EAVE workshops, please feel free to contact any member of the EAVE team, either on site, or by email.

You can also contact us at: [eave@eave.org](mailto:eave@eave.org).

If you want your identity to remain anonymous, you can also report any instances of inappropriate behaviour via our [OPEN LINE OF COMMUNICATION](#).

## CONFIDENTIAL HELPLINES IN LUXEMBOURG

### ☆ SOS DÉTRESSE

T. +352 454545

<https://454545.lu/en/>

Opening hours: 11.00 - 23.00 CET

### ☆ FEMMES EN DÉTRESSE

<https://fed.lu/wp/>

T. +352 448181

Opening hours: 24/7

## LEGAL SUPPORT AGAINST RACISM AND DISCRIMINATION

### ☆ ONE PEOPLE ASBL - ANTI-RACISM

<https://onepeople.lu/formations-antiracisme-antidiscriminations/assistance-juridique-et-administrative-aux-victimes-de-racisme-et-de-discriminations/>

*These guidelines have been inspired by the Safer Space Guidelines of the Finnish Film Foundation.*

*This policy is not fixed: we develop it further with our collaboration partners. We continue to assess the policy and update it when needed and when we learn something new. You are welcome to suggest changes and add ideas to this safer space policy by contacting our staff and giving us your comments.*

*The last time we have updated this policy is on July 8, 2024.*