

SAFE SPACE POLICY AT EUROPEAN GREEN ACADEMY

TO PREVENT (SEXUAL) HARASSMENT

The Green European Foundation (GEF) is committed to providing an environment that is free of harassment and discrimination and that is a safe space for all participants, speakers, staff and venue personnel. Adherence to this policy is a mandatory criterion for attendance.

PRINCIPLES OF SAFE SPACE

Participants in GEF events should behave in an inviting and inclusive manner to ensure that all other participants feel confident to join in and get involved. Respect should be given to each other's physical and emotional boundaries. All participants are responsible for their own language and behaviour. Racism, sexism, LGBTIQ+phobia, antisemitism, ableism, or other discriminatory attitudes will not be tolerated.

The below principles of safe space apply to all formal and informal parts of the event, and to all persons attending or involved in any capacity.

1. Make space/take space – challenge yourself to **step out of your pattern**.
2. **Challenge the idea or the practice** being voiced, not the person voicing them.
3. Everyone has **equal worth**, and all perspectives are equally valid as long as they are expressed in a way that is respectful of others.
4. Everyone is an **individual**, not just a representative of a group.
5. 'I statements' – **own your own perspective** – don't project it.
6. **Honour differences** and centre them when appropriate (language, culture, orientation, race, class, gender, ability etc.).
7. **Active listening** – be attentive, avoid interrupting others, and address people in the manner they request (using their preferred pronouns).
8. Always express your point of view in a way that is **respectful** of others.
9. **Inclusion matters** – take steps to ensure everyone is able to participate as equally as possible.
10. **Open communication** – share any concerns, fears, or barriers you are facing that might inhibit your full participation and be mindful of those expressed by others.

PROHIBITED CONDUCT

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence, humiliation, or intimidation. GEF will not tolerate any harassment on the basis of gender, race, religion, political affiliation, class, social, economic, cultural, linguistic, age, sexual orientation, physical or mental disability or any other discriminatory reason.

Sexual harassment is unwanted conduct of a sexual nature, whether it is verbal, nonverbal, or physical, including written and electronic communications, and may occur between persons of any gender. Sexual harassment can take many forms, including unwanted sexual gestures, sexual jokes or innuendo, threatening reprisals after denial of sexual advances, verbal sexual advances or propositions, or physical conduct such as touching, assault, or impeding movement.

Abuse is an action which inflicts harm or fails to prevent harm.

Bullying is a behaviour which is repeated and intended to hurt another either physically or emotionally.

Encouraging **minors** to take any illegal or psychoactive substances, including alcohol.

Tone policing, using offensive language, continuously misgendering an individual, and sharing potentially triggering content, among other behaviours.

REPORTING INCIDENTS

This policy applies to all GEF staff, partners, facilitators, hosts, speakers, volunteers, and participants. Any violation will result in disciplinary action up to and including expulsion from the event.

If you feel a violation of this policy has occurred during the event, you can make a GEF staff member and/or GEF partner aware in the first instance. This can be done either in person or by email, telephone or SMS. In case of absence of staff contact, the main contact will be the GEF Strategy Manager. Appropriate action may include but is not limited to:

- Requesting the alleged harasser to immediately stop the unwanted behaviour.
- Informal warnings and request for an apology.
- Formal warnings regarding behaviours.
- Conveying a report to a partner, or investigative action for appropriate follow-up.
- Removal of an individual from all, or part, of an event.

These procedures will follow principles of privacy of the alleged survivor and alleged harasser, confidentiality of the process and the alleged survivor's choice and preference.

Your **point of contact** for the European Green Academy is **Eliza Popper** (she/her), below her contacts:

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