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Principles of a Safer Space

Don't bully, mock, discriminate or embarrass others with your words, behaviour or actions. Don't gossip, judge others' appearance or repeat stereotypes.

Respect physical immunity. Every kind of one-sided sexual and sexually suggestive behaviour is prohibited in Puhkupillit. Do not touch others without permission because you cannot know the boundaries of others without asking.

Don't assume. Respect other's self-determination and don't make assumptions about their gender, background or family relationships. Respect the privacy of others and handle sensitive topics with respect.

Accept uniqueness. Puhkupillit is full of different kinds of people who together achieve great things. Respect uniqueness so you too have a place to be yourself.

Don't leave anybody alone. Puhkupillit belongs to all members. We all have a responsibility to include each other in the group. Everyone has an equal right and possibility to take part in events and occasions.

Bring up if you encounter issues. Tell the board, conductors, harassment contact persons or your fellow orchestra members about what you have seen or experienced. By recognizing issues we can interfere.

Have eachothers backs. Listen and support. Let's maintain a relaxed atmosphere - making mistakes and asking for help is more than acceptable.

Apologize. Take responsibility for your words. Apologize if you violate others intentionally or unintentionally.

Receive constructive criticism. If your behavior is intervened, listen and have a discussion about it. Learn from situations and do better next time.