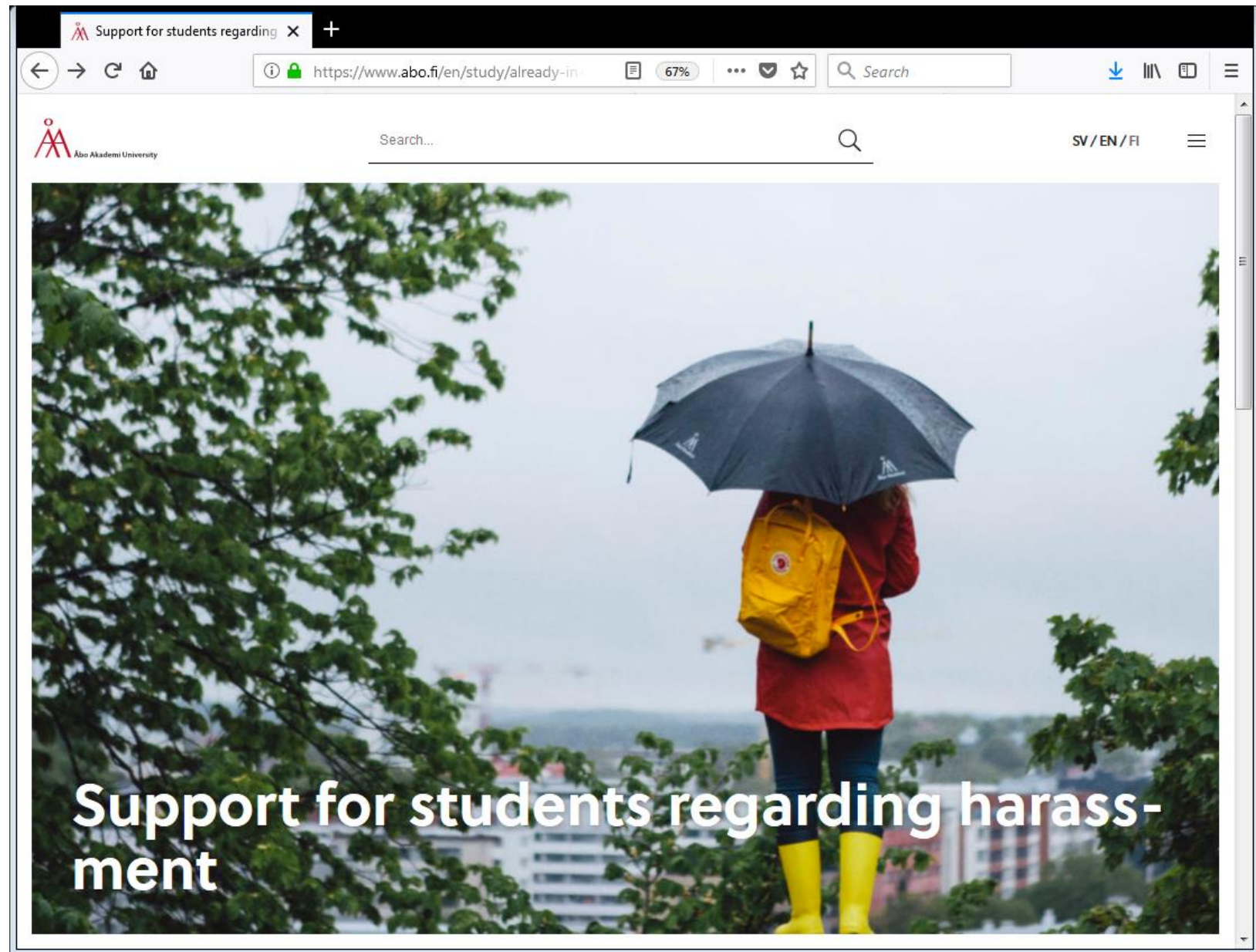




Safe Space



Aim & Purpose

- Help students recognize harassment, discrimination and violence when they witness or experience it.
- Prevent instances of harassment, discrimination and violence related to students.
- Empower students to react and speak up in situations of harassment, discrimination and violence.
- Create an atmosphere of respect & and understanding that different peoples' experiences of harassments & discrimination can differ.



Introduction

One community & one ÅA where everyone are safe and supported

Sessions topics

- Harassments & Discrimination definitions
- Who's concern?
- Examples of Harassments & Discrimination
- What to do & who can help
- Things to remember



Harassments & Discrimination

definitions & Finnish law

Law on Discrimination

8.1 No one may be discriminated against on the basis of age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, sexual orientation or other personal characteristics. Discrimination is prohibited, regardless of whether it is based on a fact or assumption concerning the person him/herself or another.

Law on Harassment

The deliberate or de facto infringement of the dignity of a person is harassment, if the infringing behavior relates to a reason referred to in section 8(1), and as a result of the reason, a degrading or humiliating, intimidating, hostile or offensive environment towards the person is created by the behavior.



Definition at ÅA

- Harassment violates the individual's right to personal freedom and integrity, as well as creates a threatening, violent, humiliating and aggressive atmosphere. Harassment can be defined as unwelcome, unwanted and one-sided physical or verbal behavior towards someone for whom the impact always is negative. What is viewed as harassment, depends on the own perception of the one who is subjected to unwanted behavior. Bullying refers to repeated violation of a person, while harassment often refers to particular situations.
- Åbo Akademi does not accept any kind of harassment, discrimination or bullying within the university, and protects those who report it.

Who's concern & responsibility?

Everyone's



Examples of discrimination

- Direct & Indirect discrimination
- Exclusion from certain activities
- Unfair treatment/special treatment for others
- Racial, religious or gendered etc. stereotyping
- Victimization
- Harassments



Examples of direct harassments

Harassments can be expressed in the following ways (but not only)

- Sexually and racial etc. suggestive gestures or expressions
- Indecent talk, suggestive jokes, and unwelcome comments or questions concerning the body, race, gender, clothing or private life etc.
- Biased materials, messages or phone calls
- Unwanted physical contact
- Physical abuse
- Suggestions or demands for sexual intercourse or other kinds of sexual activity
- Rape or attempted rape



Examples of Indirect Harassment

- Hearing a comment not directed to you ex. Racist, sexist or ableism jokes etc.
- Saying bad things about someone in the room but in another language so it may not be directed at them.
- Being part of the harassment or supporting it, but not being the main offender. Ex. Letting friends cat-call women on the streets.
- Being silent when knowing about harassment.



Harassment & discrimination – a personal experience

- **Microaggressions** refers to direct or indirect daily comments or behaviour towards a person, often from a marginalized group such as an ethnic minority or people with disabilities etc. The one acting this out may not do it with the purpose of degrading someone yet still provoking this unintentionally.
- Which means:
Think! Perhaps your questions, jokes or comments are something that person hears everyday and is tired of hearing.

“You’re transgender? Wow, you don’t look like it at all!”

“That’s so gay.”

“Oh sorry, wrong person.”

“You are so articulate.”

“Is that your real hair?”

“You people ...”

“No, where are you really from?”

Microaggressions as annoying as mosquitos



What to do & who can help

If you are being harassed or discriminated:

Whichever response you have, understand that it is almost always valid. Your safety is the number one priority and whatever you had to do to keep that, is understandable.

Start thinking about what you would like to do and what options you have. If you choose not to file a report, that is okay, and if you choose to file a report, that is also okay.

Harassments & discrimination can be confusing, but if you are feeling that something that happened made you feel uncomfortable or uneasy trust your instincts and go and talk to someone. Could be a friend, us personal at the ÅA & Student Union, organisations or the police.



What to do if someone tells you they are being harassed or discriminated

- Listen & express empathy!
- Believe them, or, at least, do not question the story of the person who is telling it to you. It is not up to you to judge whether what they have experienced is valid.
- Direct them or go with them to the relevant points of contact.
- Confidentiality. Being harassed is a very personal experience so respect the persons wishes regarding confidentiality.
- Respect their decisions on what to do.
- Take care of yourself. Being a support to someone or hearing their experience can be hard so make sure you find a suitable person who can support you if needed.



What to do if you are witnessing harassments or discrimination?

- Assess situation, assess your own safety and think of best action to take.
- Think of context, who can help, severity of the harassments, alcohol scenarios, within known groups etc.

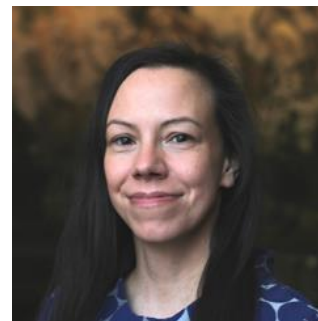
ÅA & Kåren Safety net



Åbo Akademi

Coordinator Jan Kraufvelin, jan.kraufvelin@abo.fi,
+358 505365886

Coordinator Anita Sundman, anita.sundman@abo.fi,
+358 505489505



Kåren / Student Union

The Students Rights Expert: **Petra Lindblad**
The Service Expert in Åbo: **Markus Heikkilä**

E-mail: trakasseri@studentkaren.fi

“We are here for you”

<https://www.abo.fi/en/study/already-in-2/student-wellbeing/harassment/>

<https://youtu.be/pjy9c9K95rw>



Things to remember

We are all here to make spaces that's safe, inclusive & respecting to everyone!

Don't accept harassment or discrimination towards you or others!

Take care of each other!

<https://www.abo.fi/en/study/already-in-2/student-wellbeing/harassment/#>

