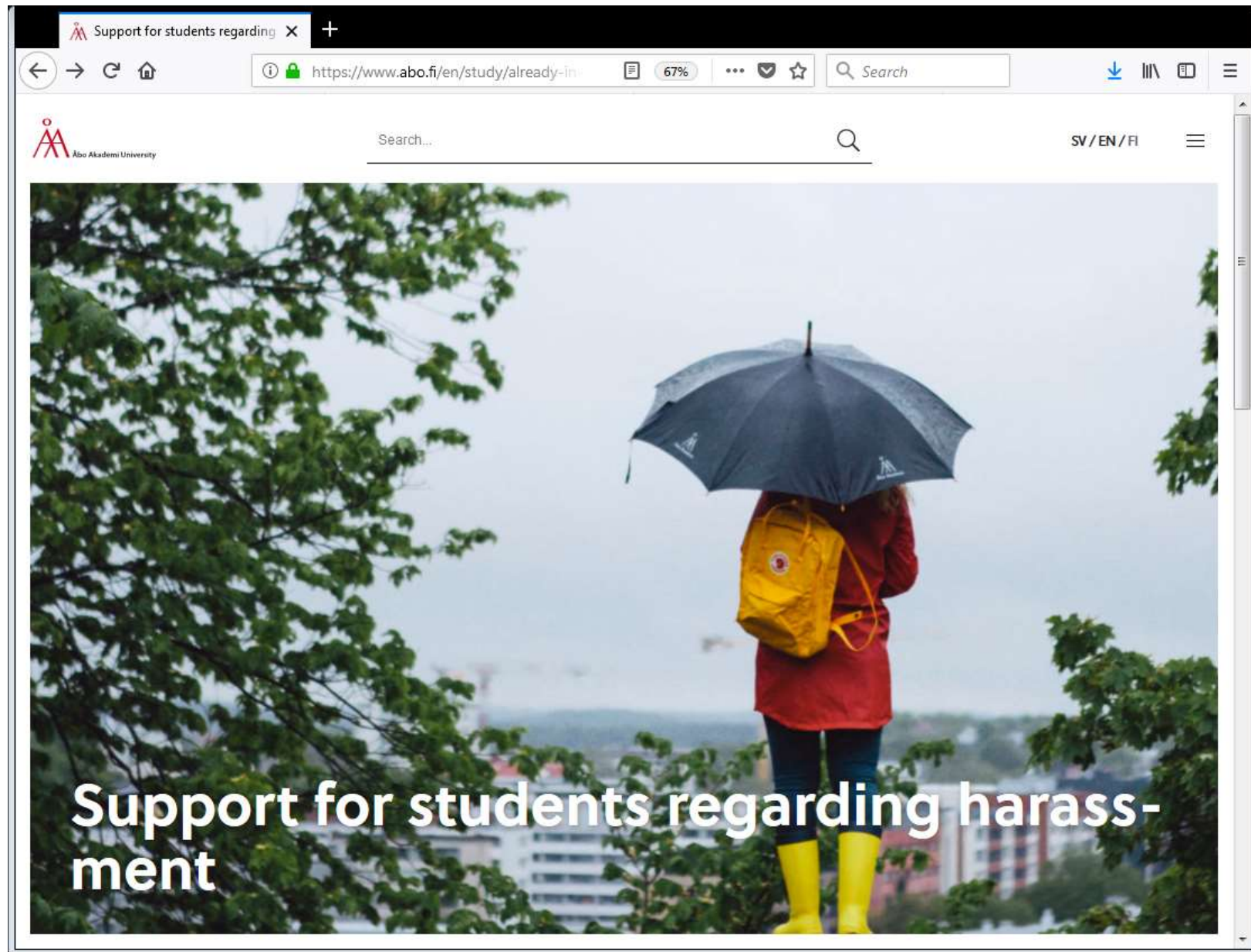




Safe Space

Presentation starts at 14.15



Aim & Purpose

- Help you students recognize harassment, discrimination and violence when you witness or experience it.
- Prevent instances of harassment, discrimination and violence related to students.
- Encourage 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
- Spot & dare to act scenarios – Groupwork (~3 persons) in breakout rooms
- 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?”



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.

Start thinking about what you would like to do and what options you have. If you choose to file a report, that is okay, and if you choose not 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 contact persons at the ÅAU and/or Student Union, persons in other organisations or the police.



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

- Listen & be empathetic!
- 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 etc.

ÅA & Kåren Safety net



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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>



Spot & dare to act scenarios



Padlet: <https://padlet.com/anitasundman/j0e9wmqbd1m4ygaa>



- Your class is going on a field trip to one of the islands but one in your class who is in a wheelchair cannot come because the boat that will take you from mainland is not disabled accessible. Your professor say “well you can never arrange so that it works for everyone anyway and nothing we can do”.



- One of the older female PhD students in your department always comes out to party with you, which is great because she is hilarious. She usually jokes and flirt with one of your male classmates who does not always seem comfortable with is, but he is a shy person and as the PhD woman say men are just not use to strong women who take charge and its just a bit of harmless flirting anyway.



You are going with a friend to the student services. Your friend prefer to use the pronoun they, and not the pronoun he or she to the student services. One of the staff keeps every time referring to they as him even if they told her it is they. She explains that when she grew up men were men and women were women, and you did not use non-binary pronounce as they.



- A group of friends, including one person who is from a Middle Eastern country, are spending the night going from bar to bar. Each time they enter a new bar, Pelle, one of the group members, make jokes about the Middle Eastern friend's backpack making a ticking sound (insinuating that he might be a terrorist) and that hopefully the security guards in the bar won't notice. The friend who is the focus of the jokes laughs along with the group.



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/#>



Questions & Answers