



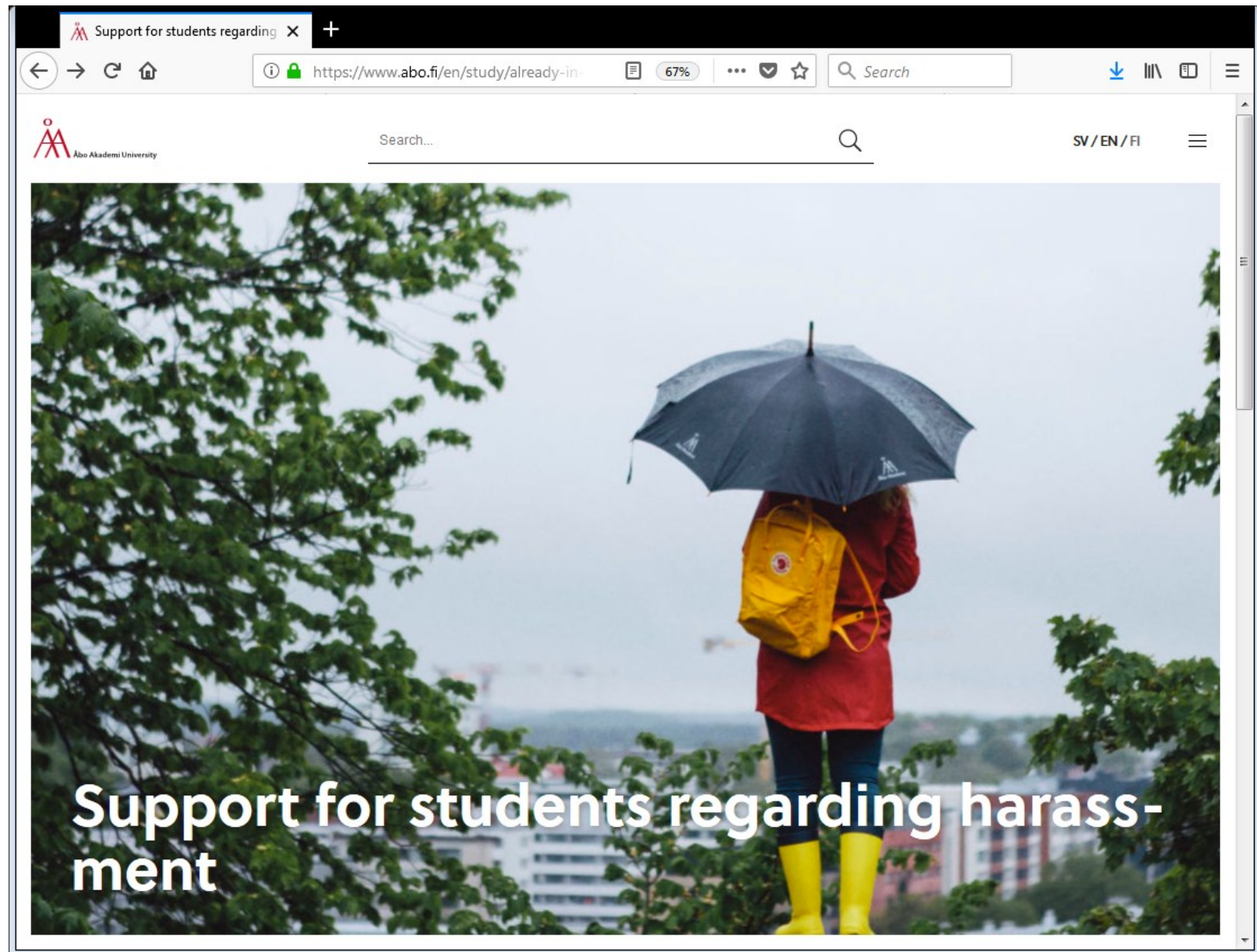
Safe Space

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Contact person in case of harassment
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Aim & Purpose

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

Purpose: One community where everyone are safe, heard and supported – a “safe space”.



ÅAU:s goal and statement

Åbo Akademi University does not accept any kind of harassment, discrimination or bullying within the university (or in situations related to the university like evening events, parties etc.) among anyone (students, staff, visitors, etc.) and strive to make the university environment a safe space for all.

Åbo Akademi University does not accept any kind of harassment, discrimination or bullying within the university (or in situations related to the university like evening events, parties etc.) among anyone (students, staff, visitors, etc.) and **strive to make the university environment a safe space for all.**

The determination of what constitutes harassment is based on the perception of the person subjected to the unwanted behaviour.

Examples of harassment

Direct Harassment

- Physical violence.
- Rape or attempted rape.
- Unwelcome physical contact.
- Demands for sexual favours or other forms of sexual activity.
- Sexually, racially, or otherwise suggestive gestures or expressions.
- Offensive material, messages, or phone calls.
- Inappropriate remarks, jokes, and unwelcome comments or questions related to a person's body, race, clothing, or private life.

Indirect Harassment

- Hearing comments that are not directed at you personally but are implicitly about you.
- Racist, sexist, or similar jokes.
- Speaking negatively about someone present in the room in another language.
- Participating in or supporting harassment without being the main perpetrator (for example, laughing when someone else says or does something discriminatory).
- Remaining silent despite knowing that harassment is taking place.

Discrimination

- Excluding someone from certain activities.
- Unjustified or unfair treatment of others.
- Stereotyping based on race, religion, or gender.
- Microaggressions.



If an event or situation you experience feels unpleasant

- Being harassed or discriminated against can be confusing, but if you feel that something happened that made you feel uncomfortable – go and talk to someone. It could be ÅA's harassment contact person, the harassment contact person at the Student Union, another ÅA staff member, the police or other relevant authority.
- Think about what you would like to do and what options you have, your safety is priority #1.
- Whatever experience you have/have had, realize that it is real. Your well-being is the central thing, and it is important that you try to preserve your well-being in the best possible way.



What to do if you are witnessing harassments or discrimination?

- Assess the situation
 - review your own safety.
 - try to see the context – who can help, the degree of harassment, external circumstances.
 - if possible, also alert someone else who is present.
- Above all, if the harassment is ongoing and serious – always try to stop the harassment if possible and contact the organizer/responsible person/police immediately.
- Follow up to ensure that the person(s) affected receive the help they need at the moment.
- You can always contact one of ÅA's contact persons afterwards to discuss the situation and your thoughts about it.

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.
 - Respect their decisions on what to do.
- Confidentiality! Being the target of unwanted behavior can be a very personal experience so respect the persons wishes regarding confidentiality.
- Take care of yourself. Being a support to someone or hearing their experience.e can be hard so make sure you find a suitable person who can support yourself as well if needed.



ÅAU contact persons in case of harassment or discrimination



“We are here for you”

Åbo Akademi University

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<https://abofi.sharepoint.com/sites/intra-en-study/SitePages/Support-in-cases-of-harassment.aspx>



Student Union Harassment Contact Persons



Johan Berg
Students' Rights
Expert

Åbo Campus



Amanda Ehn
Service Expert

Vasa Campus

Contact and more info on:

<https://studentkaren.fi/en/students/service/harassment-contact-persons/>

Things to remember!

- We should all strive to make our lives safe, inclusive and respectful for everyone – “safe space”!
- Do not accept harassment or discrimination against yourself or others!
- But do not be TOO cautious in interacting with other people for fear of “doing wrong”
 - but react if you notice that your behavior is not appreciated or perceived differently than you intended.
- Have fun & take care of each other!

**Who's concerned
& responsibility?**

Everyone's

