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.
Introduction

One community & one ÅA where everyone are safe and supported

Sessions topics
- Harassments & Discrimination definitions & Finnish law
- Who's concern?
- Examples of harassments & Discrimination
- What to do & who can help
- Spot the harassment/discrimination & dare to act scenarios
- Next steps & things to remember
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.
What to do & who can help

If you are being harassed or discriminated:

Whichever response you have, understand that it is 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 resources 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 whishes 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 know groups ex. University classrooms.
ÅA & Kåren Harassments officers

Åbo Akademi
Coordinator: Ole Karlsson (ole.karlsson@abo.fi, +358 40 8486219)
Coordinator: Rebecca Karlsson (rebecca.karlsson@abo.fi, +358 46 9216099)

Kåren / Student Union
The Students Rights Expert: Petra Lindblad
The Communications Officer: Matias Dahlbäck
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“We are here for you”
CONSENT

IT'S SIMPLE AS TEA
Safe space & Safe Finland
Spot the harassment/discrimination & dare to act scenarios
Your biology 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.

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 people in the group 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.

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

John and Patrick lives in same building in the student village. As a many other times they head to a party and John has quite a lot to drink. Patrick did not have as much and have to practically carry John back to his room but realizes when they get there that John has forgotten his key. Patrick offers John to stay at his room and John agrees. Both goes to sleep in the same bed. When John wakes up he finds his pants on the floor and Patrick's hand in his underwear and he cannot remember what happened. John leaves before Patrick wakes up.
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!
Contact persons for students at ÅAU in cases of harassment
• Coordinator Ole Karlsson (ole.karlsson@abo.fi, +358 40 8486219)
• Coordinator Rebecca Karlsson (rebecca.karlsson@abo.fi, +358 46 9216099)

Contact persons at Kåren the Student Union in cases of harassment
• The Students Rights Expert: Petra Lindblad
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