

Guidelines for Respectful Conduct at Loimu Events



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- Loimu's values are focus on the members, courage, responsibility, and equality. We adhere to guidelines for respectful conduct at all our events, both remote and in-person.
- The purpose of these guidelines is to help us all consider each other and create a positive atmosphere where everyone can be themselves.

1. Respect others

- Be respectful, hear and listen.
- Avoid generalizations and assumptions. Let everyone define themselves or choose not to define themselves.
- Respect boundaries and personal space. Do not touch without permission.

2. Consider Everyone

- Take others into account. Ensure that everyone is heard and can participate if they wish.
- Give others space to speak, do not interrupt.
- Explain difficult terms and concepts.

3. Promote equality

- Act without discrimination. We do not tolerate homophobia, transphobia, racism, sexism, chauvinism, or any other form of discrimination.
- Build an open, respectful, and safe atmosphere with your actions. We do not allow personal name-calling, derogatory comments, or other offensive expressions. If this happens, the chairperson or any participant can point it out and steer the discussion back to a respectful direction. If inappropriate behavior continues, the chairperson is obliged to interrupt the discussion.
- Address inappropriate behavior and report it to harassment contact persons if necessary.

Harassment Contact Person

- A harassment contact person is a support person you can turn to if you feel you have been subjected to inappropriate treatment, such as harassment, bullying, or discrimination.
- You can also contact the harassment contact person even if you are not the target of inappropriate treatment but have witnessed such situations or want to discuss possible ways to address them.
- The role of harassment contact persons is to advise, support, and help. They are not judges but can help move situations forward. They also receive reports of inappropriate treatment at Loimu events and meetings. Conversations with harassment contact persons are always completely confidential and are not recorded unless the reporter wishes so.

Thank you!

**Luonnon-, ympäristö- ja
metsätieteilijöiden liitto Loimu ry**

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