

# OSA Principles for a Safer Space

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## About this Document

These principles are for all those who participate in OSA events (both remote and in-person) or engage with OSA's online presence. They provide guidelines to ensure that all OSA's activities are grounded in respect and non-discrimination.

OSA is committed to respecting [HYY's Equality Plan 2021-2023](#). This year, the Secretary (Anita Mezza) is the Board member for equality issues. As part of OSA's commitment to [equality and inclusion](#), this document sets out OSA's Principles for a Safer Space.

## Principles for a Safer Space

### 1. Respect

- Treat all others with kindness and respect.
- Do not make assumptions about other people's personal characteristics.
- Respect people's pronouns.
- Be aware of your own privilege and be mindful of the implications of your words and actions.

### 2. Non-discrimination

- All forms of discriminatory language and behaviours, including but not limited to sexism, racism, homophobia, and transphobia, are strictly forbidden.
- Any form of bullying, violence and aggressive behaviour will not be tolerated.

### 3. Listening

- Ensure that everyone has a chance to take part in the conversation.
- Don't interrupt or talk over others.
- Listen actively.
- If you disagree, express your views constructively.
- If you don't understand something, don't be afraid to ask for an explanation.
- Assume the best of others. If someone offends another person, speaks impolitely or interrupts, point this out kindly and without blame.
- If you are called out for crossing someone's boundaries or hurting their feelings, even if unintentionally, listen and reflect on what you are being told, trying to understand the other person's perspective and to learn from this experience.

## 4. Taking Action

- If you feel comfortable, call out inappropriate behaviour.
- If you see or experience harassment or inappropriate behaviour, contact:
  - The Safety Person for that event, a Board member responsible for well-being. The Safety Person will be indicated at the beginning of events, and in any invitations for the event;
  - The Board member for equality issues (in 2021, Anita Mezza);
  - If you are unable to locate or contact the above individuals and you need assistance, don't be afraid to ask for help from Board members or other participants.
- If you need any form of help or support, feel free to ask any Board member.

## Implementation of the Principles

The Principles are available on the OSA's website and social media platforms. They are also included in event invitations, where participants can learn about them. This document is reviewed and updated annually.

## Further Information

- [HYY's Equality Plan 2021-2023](#)
- HYY's [guidelines](#) on what to do in case of harassment