



EUNIC Netherlands and Foundation We Are promote a friendly and relaxed atmosphere at the *FAIR P(L)AY: KNOW YOUR WORTH* event. We wish to ensure that all of our participants and visitors are treated fairly and with respect in our creative space, and will adhere to Safer Spaces principles throughout the event.

This means that zero tolerance will be applied regarding behaviours involving any harassment, bullying, or otherwise belittling behaviour at the event. We do not use discriminatory, subordinating, repressive, or offensive terminology (different slurs and invectives), not even in examples or to describe something.

During the event we expect that our collaborators, visitors, and audiences to:

- Respect the opinions of others, and consider that we are all coming from different backgrounds, reasonings, influences, and personal foundations.
- Not discriminate against or harass any parties involved in the collaboration, including fellow artists, staff, organisers, and partners.
- Not use derogatory, discriminatory, and offensive language. We appreciate that everyone makes mistakes from time to time, but we do expect that if mistakes are made they are also addressed appropriately, and not repeated.
- Avoid defensive responses if someone corrects you for problematic behaviour. Do not let your own emotions cloud your judgement, but listen to the feedback, apologise, and learn why the feedback was made. Think about your privilege and acknowledge the privileges that you have.
- Ensure that all involved in the event are informed of any recording, filming, or photography and have agreed to the use of the image and/or sound.

Ignoring and disrespecting these guidelines repeatedly will lead to removal from the event.

We will ensure the practice of Safer Spaces at the event through:

- Active listening and recognition of all bodies, stories and identities.
- Active listening and consideration of every witness of harassment and discrimination.

The event will have two Safer Spaces Contacts onsite, which will be pointed out at the beginning of the event.

The Safer Spaces Contact from EUNIC Netherlands will be Malin Bergström, malin.bergstrom@finncult.be.

The Safer Spaces Contact from Foundation We Are will be Bernhard Lenger, Bernhard@foundationweare.org and Hilde van de Laar, Hilde@foundationweare.org.