



The European Law Students' Association

HELSINKI

ELSA HELSINKI'S PRINCIPLES FOR A SAFER SPACE

PRINCIPLES FOR A SAFER SPACE

The principles for a safer space are designed to maintain and strengthen a safe and equal operating culture for all. ELSA Helsinki wants everyone who participates in the events to feel safe and welcome. Violation of the principles is not desirable and the Board of ELSA Helsinki is obliged to react to such activities and may ask a person who knowingly violates the principles to leave the event.

The principles of safe space are readable by members and will be announced in the invitations to events. Despite this, mistakes do happen. Please point out the shortcomings in our own actions and those of others so that we can all learn how to better follow the principles and rules. If a problematic situation arises or you feel something might not be right, please contact a board member or the event organizer to resolve the situation.

The following principles, inter alia, apply to the creation of a safer space:

- **We do not disturb verbally, physically, or mentally!** We take our behavioral remarks seriously and will change our behavior accordingly. Everyone has the right to respect for his or her mental and physical integrity.
- **We do not allow assumptions to affect!** Everyone has their own experiences, and everyone experiences the world in their own personal way. We recognize our privileges, our presuppositions, and attitudes, and we do not assume anyone's gender, sexual orientation, age, health status, ability to act, background, or religion. Nor do we assume everyone is capable of what some are capable of.
- **We respect each other!** We do not question the experience of another and respect each person's experiences, background, their own limits and participation. Everyone has the right to participate or not participate as much as they feel good and everyone's contribution to the event is equally valuable. Give everyone the opportunity to participate in the event on an equal footing. Please note that participants create an event with their participation.
- **We speak understandably!** We make sure everyone understands our speech. ELSA is full of abbreviations and in addition we study law with its own language. If necessary, we will clarify our use of language and pay attention to it by default when we speak. We also support the right of non-Finnish speakers to participate in our events.
- **We express our opinions politely and not too aggressively!** Not everyone's opinions are as strong and can easily cause fear and feelings of insecurity in others. ELSA Helsinki does not allow discriminatory, homophobic, transphobic, offensive, violent or threatening behavior or speech based on racist, sexist, ableism or disability.



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- **We ask permission to photograph and publish!** We understand that not everyone wants to appear in pictures or want pictures of them to be published. We will notify attendees if we intend to photograph or publish at the event and request permission to do so.



EQUALITY PLAN

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1. On the equality plan

ELSA Helsinki's equality plan is a document that guides the organization's own activities. The purpose of the plan is to explain how the organization and its actors promote equality in the organization, in the organization's events, and in the organization's communication.

Equality is a cross-cutting theme that is taken into account in all activities of the organization. Equality does not mean that everyone is treated in the same way, but that all are treated equally, taking into account each individual's needs.

The plan consists of sub-sections outlining the objectives of the equality plan, the measures planned to achieve them, the responsibility for implementing the measures and the indicators against which the success of the objectives will be measured.

The organization as a whole is responsible for implementing the equality plan, but the board of the organization has a special responsibility.

2. General objectives

| No. | Objective | Action | Responsibility | Measure |
|-----|--|---|----------------|--|
| 3. | Every board member is familiar with the equality plan and understands how to implement it in their area of responsibility. | The old board will familiarize the members of the new board with the content of the equality plan in transition and support its implementation. | The Board | Is the orientation organized? (Yes/ No) |



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|----|---|---|-----------|---|
| 4. | The equality plan is being actively monitored and implemented. | The equality plan is taken into account in all activities. | The Board | Are the goals of the equality plan being met? (Yes/ No) |
| 3. | ELSA Helsinki provides support and assistance to persons who have experienced bullying, harassment or other inappropriate treatment in the operations of ELSA Helsinki. | During the events, a member of the Board may be contacted for equality issues. | The Board | Have board members been present at the events? (Yes / No) |
| 4. | ELSA Helsinki's operations are equal and safe. | In ELSA Helsinki's events and communications, attention is paid to equality and a safe space. | The Board | Has equality been taken into account in action? (Yes / No) |
| 5. | ELSA Helsinki promotes awareness and understanding of equality among its members. | ELSA Helsinki's events provide information on equality and accessibility is discussed in connection with event invitations. | The Board | Has equality been taken into account in action? (Yes / No) |

3. Health status and functional capacity

| No. | Objective | Action | Responsibility | Measure |
|-----|---|---|--|---|
| 6. | ELSA Helsinki's events are accessible and accessibility information is easily accessible. | Accessibility is taken into account when selecting venues. | The Board | Has accessibility information been provided during the event? (Yes / No) |
| 7. | ELSA Helsinki's communication is clear and understandable. | Communication takes into account the clarity and comprehensibility of the publications. | The Board, but especially the Vice President for Marketing | Feedback received. |

4. Equality of religion and belief



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| No. | Objective | Action | Responsibility | Measure |
|-----|---|--|--|--|
| 8. | There is an atmosphere in ELSA Helsinki that respects beliefs and opinions. | Attention is paid to equality and freedom of belief and opinion. | The Board, especially Board members responsible for events (AA, S&C, IM) | Has equality been taken into account? (Yes / No) |

5. Equality of sexual and gender minorities

| No. | Objective | Action | Responsibility | Measure |
|-----|--|---|----------------|--|
| 9. | In the operations of ELSA Helsinki, different genders are on an equal footing. | Gender has no influence on the functioning and choice of institutions. | Everyone | Has point 10 materialized? (Yes / No) |
| 10. | The goal of ELSA Helsinki is that the organization and its members are aware of gender diversity and enable everyone to be treated equally. | Activities pay attention to equality and are aware of gender diversity. | The Board | Has equality been taken into account in action? (Yes / No) |
| 11. | Everyone has the right to express their sexuality, sexual orientation, sexual orientation and relationship, or to keep such matters private, regardless of their decision. | Attention is paid to equality in all activities. | Everyone | Has equality been taken into account in action? (Yes / No) |

6. Age equality

| No. | Objective | Action | Responsibility | Measure |
|-----|--|--|----------------|--|
| 12. | ELSA Helsinki is a student organization whose membership is not tied to age. People of all ages have the right to participate in the events without prejudice. | ELSA Helsinki strives to take students of all ages into account in its operations. | The Board | Have students of different ages been present? (Yes / No) |

7. Educational background

| No. | Objective | Action | Responsibility | Measure |
|-----|-----------|--------|----------------|---------|
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| 13. | The goal of ELSA Helsinki is to be accessible and pleasant organization for all eligible members. | ELSA Helsinki acquires memberships in its own and other student events, taking into account all students eligible for membership. | The Board | Has membership acquirement made in a variety of ways? (Yes / No) |
|-----|---|---|-----------|---|

8. Multiculturalism and language

| No. | Objective | Action | Responsibility | Measure |
|-----|--|---|----------------|--|
| 14. | The aim is to organize ELSA Helsinki's events in such a way that they are accessible to members who speak Finnish, Swedish and English. Where possible, communication is communicated in three languages. As part of the international ELSA network, especially the English-language content is emphasized in ELSA's operations. | Trilingualism is taken into account in ELSA Helsinki's events and communications. | The Board | Have events been communicated in three languages? Have people from different language groups been involved? |
| 15. | Representatives of all cultures can feel safe in the operations of ELSA Helsinki. | ELSA Helsinki's operations pay attention to equality and take into account representatives of different cultures. | Everyone | Has equality been taken into account in action? (Yes / No) |



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ENVIRONMENTAL PLAN

The aim of the environmental plan is to reduce ELSA Helsinki's environmental impact by providing guidelines for environmentally sustainable operations. The plan recalls the importance of environmental issues and emphasizes the importance of the association's environmental responsibility.

In the procurement of catering, preference is given to food produced as environmentally friendly as possible and the aim is to reduce the use of products of animal origin. The aim is to proportion the number of meals to the expected number of participants in order to reduce food waste as much as possible. However, if there is more left to serve, it can be kept for future events or offered to attendees.

Venues are chosen mainly along good public transport connections so that there is no need for private cars. In a situation where it is not possible to reach the venue by public transport, the aim is to organize the possibility of joint transport. When traveling abroad, the aim is to take into account the climate impact of travel.

The selection of the venue will also take into account the recycling opportunities, and the participants in the event will be informed about this. ELSA Helsinki avoids organizing events in premises where waste cannot be recycled if the nature of the event is such that waste can be generated either in the event itself or in its arrangements. All purchases also take into account that they produce as little waste as possible.

The administration of ELSA Helsinki is mainly electronic, and paper is not used for administrative purposes except in necessary situations.