



Safer Spaces Policy

The principles for safer participation apply to all gatherings organised by the Gender Equality and Equal Treatment Commissioner. A safer space is where everyone is respected, regardless of their gender or its expression, age, possible disability, nationality, race, skin colour, religion or beliefs, and sexual orientation, or any other characteristics.

Physical safety

Everyone has the right to physical boundaries and these must be respected by others. This means that the initiation of physical contact is based on the other person's verbal or non-verbal consent. No physical attack or harassment of any kind is allowed. If you feel that someone is crossing your boundaries, please speak up.

The use of symbols inciting hatred to attack others is not accepted.

Psychological safety

In addition to physical safety, we also pay attention to psychological safety. For that reason, it is important for everyone to avoid:

- Using derogatory stereotypes
- Objectifying people. Every individual has the right to their individuality and bodily autonomy.
- Gender-based harassment or sexual harassment, including verbal, physical, or non-verbal actions
- Patronising, threatening and/or accusatory use of language.

If you encounter derogatory or unequal treatment during the Commissioner's meetings, please notify the organisers on-site or via email at avalduus@volinik.ee.