



IN CASE OF HARASSMENT, RACISM, DISCRIMINATION, OR INAPPROPRIATE BEHAVIOUR

If you experience or witness harassment, racism, discrimination, or other inappropriate behaviour, please inform us!

You can contact (during or after the event):

- the **event organisers** or,
- One of our **team members** or,
- Our Executive director **Elina HELMANEN**, by phone: 050 433 5411 or by email: elina.helmanen@famiary.fi or,
- Our board's member **Alec THURNHAM**, by email: alecthurnham@hotmail.co.uk

When you contact one of our representatives

1. We must **listen to you without judging**.
2. We are under an obligation of **confidentiality**. The discussion will therefore remain confidential if you wish.
3. We will never take any action without **your consent**.

With your consent, we may

1. **Contact the parties involved** in the situation and discuss what has happened.
2. **Arrange a discussion** as **safe** as possible, between the parties.
3. Give some **support information** (like various support services: telephone services, ...).

In case the situation can't be resolved

1. We can refer to our Executive Director or member of the board to decide on **possible disciplinary measures**.
2. Possible measures can be taken to **make the space safer** (ex: removing the people from a group).
3. In **extreme cases**, the person who acted inappropriately can be **banned** from future events or groups.

