

## Safe Space Guidelines for the Opera Festival

These Safe Space Guidelines have been created to ensure that the Opera Festival is as safe as possible for all employees and participants. We encourage everyone to actively foster an atmosphere where each other's safety and well-being are prioritized. Let's take care of one another. A safe space is something that continuously evolves, and we are all responsible for it.

- **I respect**
  - **another person's personal physical and mental boundaries.** I always ask before touching someone, because I cannot know another person's boundaries without asking. I listen and change my behavior if someone tells me that my actions make them uncomfortable.
  - **people's differences.** I do not assume anyone's sexual orientation, gender, nationality, ethnicity, religion, values, socioeconomic background, ability, or health. I respect pronouns and names. I am aware of my own privileges.
  - **others' opinions, beliefs, experiences, and differing viewpoints.** I do not mock, ridicule, belittle, exclude, or shame anyone with my words, behavior, or actions.
  - **other people's bodies and do not comment on anyone's appearance.** I do not comment on others' meals or eating habits.
- **I dare to make mistakes and learn from them.** I share what I have learned openly with others.
- **I have the right to express my feelings,** but I strive to do so constructively and with a focus on solutions.
- **I make space and take care to ensure that everyone has the opportunity to participate in the discussion.** I do not steamroll others' opinions and I give people the floor. I also respect others' privacy and handle sensitive topics respectfully.
- **I am responsible for my own actions and behavior.** I am aware that my actions affect other people despite my good intentions.
- **I intervene in harassment even when I witness it,** and I ask the person being harassed whether they want help or support. I do not remain a bystander.

### IF YOU EXPERIENCE HARASSMENT

If you experience inappropriate behavior or harassment while working, we ask that you report it to your supervisor, or a designated harassment contact person. These contact people are there to assist and support you in harassment situations. Their responsibilities also include investigating such incidents.

You can also report anonymously through the Whistleblower channel.

