



# Talko ry's Code of Conduct

## What is Code of Conduct?

The Code of Conduct is a set of guidelines for all Talko ry events, for board members, active volunteers and for all Talko ry's members.

Talko ry wants to create a welcoming, safe, and inclusive atmosphere at all its events. The Code of Conduct will provide a framework for organizing events and guidelines for resolving potential issues. The Code of Conduct is to be followed during official events and evening programs. It does not apply to any informal after-parties.

By purchasing a ticket to any Talko ry event, you are required to follow Talko ry's Code of Conduct. The buyer must agree to the Code of Conduct separately at the time of purchase. The Code of Conduct is available on Talko ry's website, and a link to it can be found in the event descriptions. If tickets are resold, the new buyer is also obligated to follow the Code of Conduct.

## Equality:

The Code of Conduct addresses equality to ensure that events are open to everyone who wishes to participate.

"Equality means that all individuals are of equal worth regardless of their gender, age, ethnicity or national origin, citizenship, language, religion and beliefs, opinions, disability, health condition, sexual orientation, or any other personal characteristic." The Finnish Constitution, Section 6, recognizes people as equal, and the Non-Discrimination Act, Section 6, prohibits both direct and indirect discrimination and harassment based on the aforementioned characteristics. Everyone should be treated equally, and this principle also applies to Talko ry's activities."



### **Harassment, Discrimination, and Inappropriate Behavior:**

Participants in Talko ry's events come from diverse backgrounds, with varying opinions, ideologies, and identities. When a diverse group of people comes together for an event, harassment and discrimination can occur, sometimes unnoticed. Respecting everyone's freedom of expression and opinions is the first step towards creating an event that is free from discrimination and harassment.

Finnish alcohol culture can be particularly pressuring for those who do not consume alcohol. The choice to use alcohol is a personal one, and no one's choice should be questioned or judged. Intoxication can lead to excesses or awkward situations, but this does not absolve individuals of responsibility; everyone is accountable for their own behavior.

Social media is also an integral part of Talko ry's events and activities. Written and visual communication online can be challenging to interpret, leading to occasional misunderstandings. For instance, memes and similar images often target individuals participating in the event, aiming to highlight their actions humorously. Creators of such content must be mindful of good taste and ensure that they have the consent of the person depicted in the image.

Any form of inappropriate behavior and harassment will not be tolerated and will be addressed.



### Harassment Contact Persons:

Harassment Contact Persons are individuals appointed by the Talko ry board. They are there to support and assist anyone who has experienced harassment. In cases of harassment, we always encourage reaching out to a harassment contact.

Harassment Contact Persons are members of the Talko ry board selected to be available in harassment situations. Whenever possible, there will be Harassment Contact Persons of different genders at the event. Talko ry's general Harassment Contact Persons represent both genders. At the start of the event, Harassment Contact Persons will introduce themselves and explain how they can be reached.

General Harassment Contact Persons can be contacted at any time via email ([hairintayhdyshenkilo@talko.fi](mailto:hairintayhdyshenkilo@talko.fi)).

Participants in the event have the right to choose which Harassment Contact Person they wish to speak with. All discussions are completely confidential, and the person who has experienced harassment has the right to decide how the case will be handled. In practice, this means that no further actions will be taken in response to a harassment situation unless the person specifically requests it.



### Progression of the Harassment Process:

- After experiencing harassment, contact the Harassment Contact Person of your choice. You can also reach out if you are uncertain about the situation.
- Clearly describe what happened.
- Agree together on possible follow-up actions.
- The Harassment Contact Person will begin to clarify the situation and will keep you updated on the progress.
- The situation will be resolved.
- The process ends. The harassment contact will conduct any necessary follow-up actions, and further discussion will continue with the person who experienced the harassment if needed.

The nature and severity of the harassment case will determine how the situation is handled. In most cases, a neutral discussion between the parties involved will be sufficient.