

## SAFER SPACE GUIDELINES AT ZODIAK

- Everyone must be treated with respect.
- No assumption should be made on anyone's gender, sexuality, background, or ability to function.
- Everyone has the right to physical safety.
- Everyone has the same right to speak and act but also the duty to consider others.
- Delicate themes should be treated with respect. For some of us, they may be very personal matters.
- Each of us is responsible for building an atmosphere of safety together.
- Performances and artistic processes may sometimes involve subject matters that may feel unpleasant or hurtful. One of the tasks of art is to make us face and deal with even the unkind matters.
  - > If as an audience member you wish to avoid, for instance, certain subjects or means of staging, you can contact Zodiak to inquire more detailed information about the content of the works.
  - > If an issue that is difficult to you is dealt with in a rehearsal situation or work topic, it is a good idea to open this in your working group so that the matter can be processed and safe working methods can be agreed upon together.

In case you encounter problematic situations, please let your director/instructor or the Zodiak personnel know; in relation to courses and workshops Audience Engagement Manager Elina Tervonen, in relation to performance productions Producer Varpu Nieminen. Emails [firstname.lastname@zodiak.fi](mailto:firstname.lastname@zodiak.fi)