

ICOS Science Conference 2024: Guidelines for Safer Spaces

These guidelines for safer spaces were created to make ICOS Science Conference as safe and enjoyable as possible for all participants. We encourage all the participants to actively create an atmosphere where we prioritise one another's safety and wellbeing. Let's look after one another.

- **Respect everyone's personal space, both physical and mental.** You cannot know where another person's boundaries lie without asking them. Listen to others and adapt your behaviour if someone indicates that your behaviour makes them feel uncomfortable.
- **Respect everyone, don't assume things.** Don't make assumptions about other people's sexuality, gender, nationality, ethnicity, religion, values, socio-economic background, ability or health. Respect pronouns and names. Stay mindful of your own privileges and use your position of authority responsibly.
- **Respect the opinions, beliefs, experiences and differing viewpoints of others.** We all can foster an environment where we celebrate differences. Avoid any behaviour that could belittle or disrespect others.
- **Give space.** Do your best to ensure that everyone gets to participate in discussions. Encourage active listening. Respect the privacy of others and treat sensitive topics respectfully.

If you experience harassment or any other form of inappropriate treatment at the event, please get in touch with our Safety and Wellbeing Representative karlina.ozolina@icos-ri.eu or any other staff member.

We organisers value highly your feedback on how we could do better in the future – please do not hesitate to contact us with your comments and questions. A specific online form for giving anonymous feedback will be available after the event.