

## ECSA safe-space policy

### Introduction

To ensure ECSA events are enjoyable and productive for all participants, we want them to be a safe space<sup>1</sup> where everyone can come together and express themselves freely. This is only possible when all we, as event organizers, establish some agreed basic practices for all attendees.<sup>2</sup> Before attending an ECSA event, please take a moment to read this policy<sup>3</sup> and help us create a welcoming experience for everyone.

### A safe space without harassment

When organizing events, ECSA aims to provide a harassment-free experience for everyone, regardless of their gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. Harassment of participants in any form will not be tolerated. Anyone violating these rules may be sanctioned or expelled from the event, at the discretion of the organizers.

Harassment includes, but is not limited to:

- verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, and/or religion
- sexual images in public spaces
- deliberate intimidation, stalking or following
- photography or recording without the consent of the subject
- sustained disruption of talks or other events
- inappropriate physical contact
- unwelcome sexual attention
- advocating for, or encouraging, any of the above behaviours.

Participants asked to stop any harassing behaviour are expected to comply immediately. If a participant engages in harassing behaviour, event organizers retain the right to act to

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<sup>1</sup> Upon discussions within ECSA and the conference committee, we have agreed to call this a “safe space policy” rather than an “anti-harassment policy” in order to outline what we strive for. We hope that this very small step can be among the first ones to come together as a community in more inclusive and equitable ways and define the common values we hold for that.

<sup>2</sup> Some good explanations for why having a code of conduct for a conference is important can be found here <https://www.ashedryden.com/blog/codes-of-conduct-101-faq> and here <https://www.frontiersin.org/articles/10.3389/fmars.2016.00103/full>.

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maintain a welcoming environment for all event participants. This includes warning the offender or expulsion from the conference. Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. We expect all participants to follow these rules at all events venues and during all event-related social activities.

If a participant is being harassed, notices that someone else is being harassed or has any other relevant concerns, they are encouraged to approach one of the event's dedicated contact persons, or to use the alternative reporting procedures, which we will specify prior to the event.

When receiving a personal report, event organizers will work to find a space that is private and comfortable for the person sharing the report. They will document the incident, taking special care to ensure they understand what happened and what the person or people affected need in response.

The person or people affected will not be asked to confront anyone. With the consent of the affected individual(s), advisors may be contacted for support, but details will be kept confidential. The organizers will also be available to help access local support services, provide escorts, or otherwise assist in obtaining relevant resources.

### **Status of this policy**

This is a first version of this policy, prepared for the ECSA conference that was due to be held in May 2020. ECSA decided to start with the minimum version of a safe-space policy to counter harassment and offer an open and safe(r) space for our community.<sup>4</sup> A broader code of conduct, with values from the community regarding how we want to relate to each other, will follow, and will also be adopted for all future ECSA events.

Discussions on these topics are held regularly by the [ECSA Working Group on Empowerment, Inclusiveness and Equity](#). It is part of a process to make ECSA's infrastructure and meetings more inclusive, diverse and open. This policy represents the first step to address these questions. ECSA aims to build on these measures for the future, by establishing good processes and committing the time that this process needs.

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<sup>4</sup> This policy draws on the anti-harassment policy of a meeting of the Cos4Cloud project: <https://cordis.europa.eu/project/rcn/224737/factsheet/en>.



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## Notes

This is a living document that will be reviewed and updated by ECSA and its members every 12 months.

