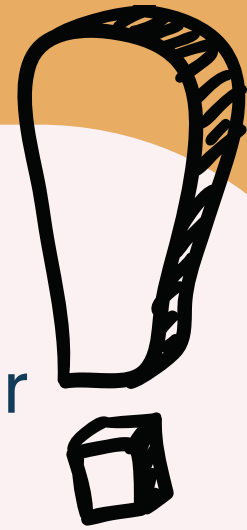


TOOL

IMPELEMENTING THE SAFER SPACE PRINCIPALS IN AN ORGANIZATION

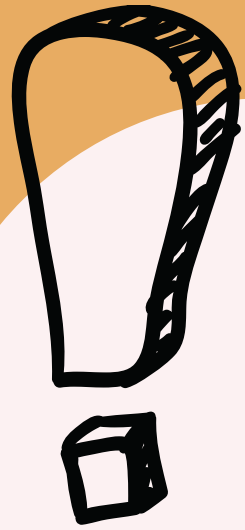
BEFORE HIRING

- make sure your organisation's values as well as safer space principles are communicated to potential applicants
- If applicable, use a pre-assignment during the recruitment



RECRUITMENT PROCESS

- Apply safer space principles in the interview phase by communicating them to the applicants
- Explain how they are implemented in your organisation
- Ask the applicant about their view on your values as well as safer space principles



DURING EMPLOYMENT

- Safer space principles are fully introduced in the onboarding process
- Organise an onboarding workshop or training for staff members
- Focus on preventing problems:
 - Use safer space principles
 - Appoint and utilize harassment contact persons in activities
 - Workshop for all employees
 - train staff regularly

