

HELGA

Haaga-Helian opiskelijakunta

Harassment Contact Person Activities in Haaga-Helia Student Organizations and Student Union Helga

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One of the official harassment contact
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What is harassment?

Harassment can be regular or irregular and persistent negative activity or behavior.

Harassment includes, for example, repeated intimidation, malicious and suggestive messages, contemptuous and mocking speeches, constant unjustified criticism and / or complication of work.

Harassment is also the creation and/or maintenance of a threatening or unpleasant atmosphere.

Harassment also includes suspicion of reputation or position, isolation from the work community, and sexual harassment.



Every human being is born equal and has the same basic rights. Higher education is equally available for everyone regardless of age, ethnic background and nationality, language, religion and beliefs, opinions, wealth, state of health, disabilities, sexual orientation or other personal matters.

Helga is against all discrimination and works actively to remove that from the student community.

-Helga's political program



Law and bare minimum

According to the Non-discrimination Act, it is the statutory **duty of education providers to promote equality**. Schools must also assess the realisation of equality in their operations and act to promote equality. Measures aimed at promoting equality must take into account the educational institution's operating environment, resources and other circumstances, and they must be effective, appropriate and proportionate.

The education provider must have a plan for the necessary measures to promote equality. Schools should give students or representatives the **opportunity to be heard** about promotion measures.

Declaration of Human Rights is the bare minimum of all - we all should be equal with our value and rights

**Making the rules and boundaries
clear to everyone,
it's harder to break them.**

How we show the rules and boundaries

- Safe environment rules in our activities and office. First slide of every presentation is a reminder of the common rules.
- All events & activities are harassment free. Attendees need to accept this when buying the ticket.
- Harassment contact persons are easy to reach during events and after it by anonymous form.

One way to address harassment and prevent it is to make clear and visible what harassment is and how everyone can act with respect for each other. When the common rules are clear, it is possible for everyone to look at their own and others' actions and to intervene in possible grievances or change their own behavior.

By creating new practices for action and by highlighting harmful behaviors, it is not intended to blame anyone. We all learn and grow together.

Safe environment

Be open

Meet new topics and individuals without prejudice, take every thing that comes and the situation as an opportunity to learn new things and develop

Respect

Give others space, pay attention to your choice of words, and remember the diversity of event participants

Don't assume

Respect everyone's right to self-determination and do not make assumptions about, for example, the gender, background or family relationships of others

Intervene

If you witness harassment or other inappropriate treatment, do not remain on the sidelines

Encourage

Also take responsibility for the experience of other participants. Listen and cheer.

Relax

Mistakes and questions are allowed.

What do we do?

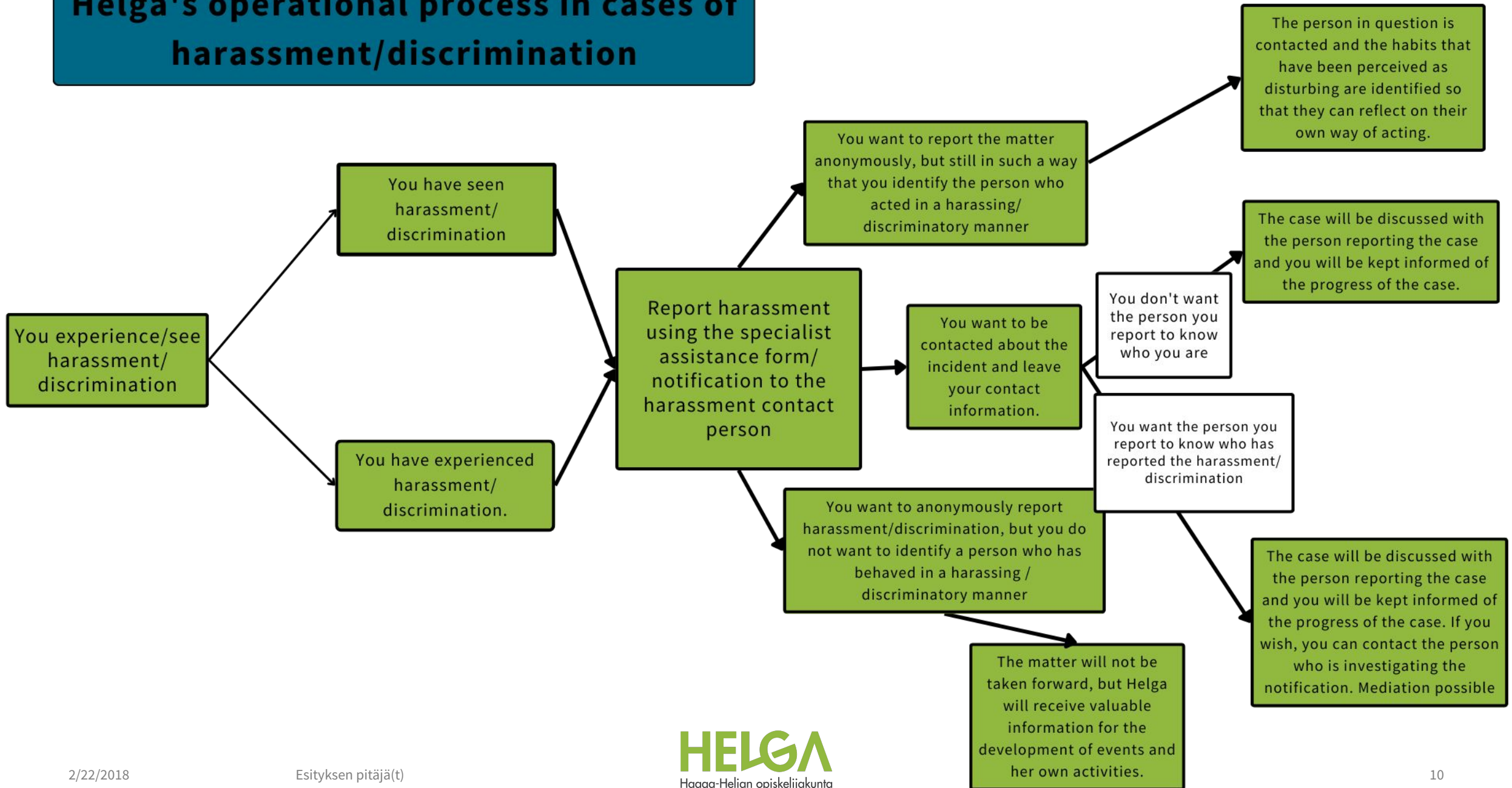
Student union Helga & our umbrella organization SAMOK trains harassment contact persons yearly about 10-20 among Haaga-Helia students associations

- Even though we have permanent persons to handle the harassment cases we also have people in every event that are assigned to be harassment contact person

Helga have started the harassment contact person activities 2019. In this date we maintain, develop and train around this subject. Helga takes part in different networks regarding to prevent harassment and discrimination in higher education.

Helga also is part of the Haaga-Helia equality plan and project that promotes the topics among student associations.

Helga's operational process in cases of harassment/discrimination



Fill the form!

The form can be sent with a low threshold, and it doesn't require any further action from the student.

Step 1 of 2

50%

Koskeeko yhteydenottosi / Does your contact involve *

- häirintää / harrassment
- opintoihin liittyvää asiaa / study related matter

Seuraava / Next

Example cases

- Misbehaviour from a staff member towards a student or other way around
- Sexual suggestions or sexual harassment in leisure time activities
- Misogynist/racist/homophobic ways to speak or gestures
- Bullying or isolation from group

After corona isolation the number of cases have risen and cases are more harder to solve. This trend is in every UAS, not only Haaga-Helia.

Future steps and needs - We aren't ready yet!

- Harassment and bullying in social media / online
- Course as a mandatory part to be harassment contact person training
 - Being more active preventing harassment and making safe environment
- Training the tutors about maintaining safe environment
 - Now only focused on head tutors
- Improving Haaga-Helia ways to act and making safe environments everywhere
 - Already happening for example SOLE project
- Making harassment contact persons more visible
- Taking new topics when considering discrimination
 - Anti-racisms, disability inclusion...

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Thank you for listening!

Anna Laurila