CODE OF CONDUCT

HELSINKI HAZE WAVE FESTIVAL IS ORGANISED BY PIEN AND IT IS A COMMUNITY OF LOVE, FRIENDSHIP AND WARM EXPERIENCES, AND EVERYONE IS WELCOME AS THEY ARE. WE ARE DEDICATED TO ENSURING A SAFER SPACE FOR EVERYONE AT OUR FESTIVAL, REGARDLESS OF RACE, GENDER, AGE, SEXUAL ORIENTATION, DIS ABILITY, PHYSICAL APPEARANCE, BODY SIZE OR RELIGION.

WE DO NOT TOLERATE RACISM, HOMOFOBIA, TRANSFOBIA, MISOGYNY, SEXISM OR ANY FORM OF DISCRIMINATION. WE EXPECT ALL PARTIES WHO ENTER THE HAZE WAVE FESTIVAL AREA - VISITORS, STAFF AND VENDORS ALIKE - TO ENSURE A SAFER ENVIRONMENT.

THESE ARE OUR HOUSE RULES AT THE HAZE WAVE FESTIVAL.

WE DO NOT ACCEPT ANY BEHAVIOUR THAT INCLUDES:

- **ANY SORT OF DISCRIMINATION OR OFFENSIVE COMMENTS TOWARDS SOMEONE'S ETHNICITY, SEXUAL ORIENTATION, GENDER EXPRESSION, RELIGION, SIZE, SOCIO-ECONOMIC BACKGROUND, MENTAL HEALTH OR ABILITY**
- **TRANSFOBIA, MISGENDERING OR USE OF 'DEAD' NAMES**
- **HATE SPEECH OR ANY RUDE JOKES THAT MAY INSULT PEOPLE AROUND YOU**
- **CATCALLING OR OTHER HARASSMENT OF ANY KIND**
- **MISOGYNIST COMMENTS OR BEHAVIOUR**
- **ENTERING SOMEONE'S PERSONAL SPACE - OR TOUCHING THEM WITHOUT THEIR PERMISSION**
- **ANY OBTRUSIVE DRUNKENNESS**
- **OR ANY OTHER FORM OF DISCRIMINATION OR HARRASMENT**

IF YOU SEE OR EXPERIENCE ANY OF THIS KIND OF BEHAVIOUR DURING THE FESTIVAL, PLEASE COME TALK TO ANY OF THE HAZE WAVE FESTIVAL STAFF MEMBERS ANYWHERE IN THE FESTIVAL AREA, OR AT THE ENTRANCE/TICKET SALES AREA WHERE STAFF IS ALWAYS PRESENT.

WE WILL IMMEDIATELY REMOVE PEOPLE FROM THE AREA WHO DISCRIMINATE AGAINST ANYONE AND WILL INTERVENE WITH NECESSARY ACTION IN ALL SITUATIONS THAT ARE AGAINST THE HAZE WAVE FESTIVAL SAFER SPACE POLICIES. IF IT IS NOT URGENT, EMAIL ERKKI HÄME AT ERKKI@PIEN.FI AND DESCRIBE WHAT HAPPENED - WE WILL COME BACK TO YOU AS SOON AS POSSIBLE. WE ARE HERE FOR YOU.

WE WANT TO MAKE OUR FESTIVAL SAFE AND ACCESSIBLE TO EVERYONE. IF YOU IDENTIFY ANYTHING THAT WE COULD IMPROVE OR IF YOU FEEL LIKE OUR FESTIVAL STAFF MEMBERS HAVE NOT MET THESE SAFER SPACE POLICIES, PLEASE CONTACT *ERKKI@PIEN.FI.*

THANK YOU FOR COMPLYING TO THE HAZE WAVE FESTIVAL SAFER SPACE HOUSE RULES AND MAKING OUR EVENT A WELCOMING EXPERIENCE FOR EVERYONE.

Organized by PIEN