

# Principles of safe space in PAM's trainings, events and communities

- We cherish equality
- We behave politely, fairly and with respect for others
- We respect the personal physical and mental state of others. If necessary, I can also ask space for myself
- We provide space, we make sure that everyone has the opportunity to participate in the discussion and we listen to each other
- Questions and mistakes are allowed and part of the learning process
- We apologize if we have intentionally or unintentionally offended another
- We welcome new topics, people and perspectives without prejudice
- We approach every thing and situation we encounter as an opportunity to learn new and develop
- If you feel that you have been offended, inform the person in charge of the event