

SAFE SPACE PRINCIPLES

Code of Conduct

This Code of Conduct sets the shared principles for everyone working, collaborating, or participating in the Teatteri Metamorfoosi space and its projects. It aims to create an environment that is **safe, respectful, creative, and supportive** for all.

1. Respect and Inclusion

- We treat all people with respect and dignity.
- We welcome different backgrounds, experiences, identities, and perspectives.
- Discrimination, harassment, or exclusionary behavior are not accepted.
- We celebrate differences and recognize that diversity strengthens our community.

2. Listening and Communication

- Everyone has the right to express their ideas, opinions, and feelings.
- We practice **active listening** and give space for others to speak.
- Communication should be open, respectful, and constructive.
- Gossiping or speaking negatively about others behind their back is discouraged.
- Disagreement is natural and allowed, but it must remain respectful.

3. Community and Support

Teatteri Metamorfoosi is a collaborative environment.

We encourage:

- Asking for advice
- Sharing knowledge
- Supporting colleagues and peers
- Everyone should feel welcome and have a sense of belonging in the space.

4. Trust and Responsibility

Trust is the foundation of our work.

We trust that everyone:

- Takes responsibility for their work
- Keeps commitments and agreements
- Contributes honestly and respectfully

We recognize that **perfection does not exist** and mistakes are part of the learning and creative process.

Ideas should be respected and not dismissed or ridiculed.

5. Work Environment

We aim to maintain an environment that supports **focus, creativity, and well-being**.

Please respect:

- Work peace and concentration
- The time of others
- Shared spaces and resources

Laughter, openness, and a positive atmosphere are encouraged.

6. Creative Process

Creative work requires time, experimentation, and freedom.

There should be **no unnecessary pressure to produce results**, especially during creative processes.

We allow space for experimentation, exploration, and failure.

7. Meetings and Collaboration

Meetings should be purposeful and respectful of people's time.

Whenever possible:

- Topics should be clear and informed well beforehand
- Participants should be relevant to the discussion
- Goals and outcomes should be defined
- Decisions and tasks should be noted down

8. Boundaries and Well-Being

Everyone is responsible for recognizing and communicating their own boundaries.

We respect:

- Physical needs (rest, food, health)
- Personal limits
- Work–life balance

Mental and physical safety are priorities in space.

9. Fairness and Recognition

Work and contributions should be acknowledged.

Whenever possible, work should be **fairly compensated**, recognizing the value of people's time, skills, and effort.

10. Shared Responsibility

Maintaining a safe and respectful environment is a **collective responsibility**.

If conflicts arise, we aim to address them **openly, respectfully, and constructively**.