

SAFER SPACE AGREEMENTS FOR KØBENHAVNS FRIE PROMOTERE

CONTENT OF THIS DOCUMENT

This document represents and describes the common agreements of values and guidelines among members of KFP. According to §2 stk. 4 of the general agreement of KFP, all members must perform a safer space strategy and communication at their events which are corresponding to the content of this document.

This safer space document should be revised every year at the KFP general assembly to accommodate for updates according to new information, new methods and learnings.

This version is number 1 and has been agreed upon by KFP members on 2/2-2022.

DOCUMENT STRUCTURE

1 Definition (p. 2)

This section contains the definition of safer spaces and it's uses in KFP.

2 Communication (p. 2-3)

As an integral part of setting up a safer space at KFP members' events, it is important to inform guests, venues and collaborative partners about the rules and codes of conduct present at the event. It is crucial to ensure that all involved parties are aware of the policies in effect. This should be done in a number of ways leading up to and during the event, and should also involve the guests' experience of the safer space for future improvement as described in this section.

3 Implementation (p.3-4)

This section describes the rules and recommendations for the implementation of safer space policies at events.

4 Conflict Management (p.4-5)

Ensuring a safer space requires that KFP promoters and their associates at their events take action on incidents where guests are harming themselves or other guests, and therefore contributing with unsafe or uncomfortable behaviour which affects the space's safety. In order to handle incidents of any kind in the most empathetic and inclusive way, the staff and promoters at the event must be aware of and act correspondingly to the guidelines described in this section.

5 Evaluation and education (p.5)

This section is here to ensure the further development and learnings within KFP and their common safer space and awareness policy, and this document must be publicly available, to ensure the further development of a safer nightlife culture in Copenhagen and transparency of the practises of members of KFP.

1 DEFINITION

This section contains the definition of safer spaces and it's uses in KFP.

1.1 Safer spaces are spaces where every person works actively and commits to making everyone feel safe, seen, acknowledged and respected.

1.2 The term safer space is used because i) we cannot guarantee a completely safe space ii) its constant evolution and change always leave room for new aspects and adjustments.

1.3 All members of KFP must strive to create an environment where the safety and wellbeing of all individuals and the surroundings are taken into concern.

1.4 Although it is impossible to ensure a completely safe space, the term has been chosen to push and make all the actors strive for the very best the scene can ensure, present and defend.

2 COMMUNICATION

As an integral part of setting up a safer space at KFP members' events, it is important to inform guests, venues and collaborative partners about the rules and codes of conduct present at the event. It is crucial to ensure that all involved parties are aware of the policies in effect. This should be done in a number of ways leading up to and during the event, and should also involve the guests' experience of the safer space for future improvement as described in this section.

2.1 How to communicate

2.1.1 Make sure to inform external collaborative partners such as venues and external personnel about the safer space policies prior to the event, so that all involved parties facilitating the event are aligned about conduct and what information to give to the guests.

2.1.2 Safer spaces should be part of the event description and the promoters should consider doing a separate post about safer spaces specifically.

2.1.3 Door personnel should inform the guests about the safer space policies at the event upon entering the venue.

2.1.4 Have concise and understandable information available and visually present at the event. Consider that some guests might take up information more easily in other forms than text.

2.1.5 Promoters and safer space ambassadors must take responsibility for a continuous information flow at the event to ensure guests are constantly aware of the safer space policies present.

2.1.6 Create a feeling of ownership. Guests and promoters should not just act according to rules, but also help communicate them and thereby take part in creating a safer space. Whenever you enter a safer space, you become a part of it and representative of it.

2.1.7 Consider a holistic and inclusive approach. Information about safer spaces should be more than just a list of rules at the bottom of the description: encourage your guests' positive behaviour by formulating "do's" as well as "don'ts".

2.1.8 Actively ask guests for feedback to improve your safer space. Send out question-specific questionnaires after the event or other ways of actively involving your guests in the continuous improvement of your safer space.

2.2 What to communicate

2.2.1 Clearly communicate your organisation and event's purpose. Who is making the event and on what basis? Consider specifying if there's a specific target audience for the event.

2.2.2 Clearly communicate how you are working with safer spaces and that your event has a safer space policy in accordance with the criteria of §1 and §2.1.1.

2.2.3 Communicate about accessibility. Is the event accessible for people with disabilities? Are there toilets for disabled people? Consider informing about the use of strobe, haze etc.

2.2.4 It should be a central part of your communication before and during the event who your guests should contact if they need help or assistance in any way.

3 IMPLEMENTATION

This section describes the rules and recommendations for the implementation of safer space policies at events.

3.1 All staff (including artists, DJs, staff and safety) should be informed and included in the safer space policy and able to act or direct people when faced with situations that need action.

3.2 Regardless of the type of event, all events must have a person who is responsible for the safer space strategy of a given event. If an event is deemed a "high-risk" event, the organisers must have a designated safer space ambassador(s) present at the event.

3.3 The risk level of a party exists on a spectrum and is affected by many different factors including but not limited to how busy the event is, events with a target audience including people that are more likely to be victims of discrimination, the likelihood of people being intoxicated, the surroundings and locations of the event, events inviting to sex-positive or kink-related activities.

3.4 A safer space ambassador's sole responsibility is in helping to create a safer space and it is therefore not a role which one can take while being e.g. bartender, DJ, night manager, etc. Safer space ambassadors must be prepared and able to act in conflict solving, care and comfort in an empathetic manner.

4 CONFLICT MANAGEMENT

Ensuring a safer space requires that KFP promoters and their associates at their events take action on incidents where guests are harming themselves or other guests, and therefore contributing with unsafe or uncomfortable behaviour which affects the space's safety. In order to handle incidents of any kind in the most empathetic and inclusive way, the staff and promoters at the event must be aware of and act correspondingly to the guidelines described in this section.

4.1 Promoters should as far as possible prevent conflicts by ensuring proper facilities in the three following categories:

4.1.1 Physical facilities: capacity limits, safety enforcing interior and exterior, quiet spaces to put a vulnerable or traumatised guest or employee, etc.

4.1.2 Health-oriented facilities: toilets, first aid, access to water, indoor climate, etc.

4.1.3 Mental capabilities: sober staff, enough staff on duty for the event size, diversity among staff, etc.

4.2 The event should not encourage reckless use of substances (legal or illegal). However, the promoters must take responsibility for and be prepared for handling potential intoxications or other mental and physical challenges related to substance use by the guests at the event.

4.3 The promoters are only responsible for incidents happening at their events. Københavns Frie Promotere does not operate with community-wide exclusions or previous records of guests.

4.4 All members of KFP and their events must have a zero-tolerance for racism, homophobia, transphobia, ableism and sexism both regarding guests, organisers and other associates of the event. Conflicts, which we as organisers evaluate as relevant to handle at our events, are subjective, but one must never compromise on those aforementioned general violation categories. The organisers' actions and decisions relating to the conflicts must also be aligned with those principles.

4.5 Conflicts of any kind must always be resolved with respect for all involved parties with the experience of the assumed victim centred. In doing this, the mediator must maintain an objective and non-judgemental approach - avoiding the misuse of their position of power. Keep in mind that there is not always a victim and a violator, and conflicts can be complex and subjective.

4.6 All parties in a conflict must have equal possibilities to express themselves and have their experience of the situation be heard.

4.7 Promoters should be aware and capable of handling incidents around a conflict, such as other guests feeling uncomfortable by a situation being resolved. This could be guests witnessing first aid, intoxication, violence, police, or other trauma triggering events.

4.8 The decision to ask a guest to leave the space should always be taken from the perspective of the event as a collective in mind. This means that the evaluation should consider whether the person is able to contribute to the space with consideration for the wellbeing of themselves and other guests.

4.9 Promoters should be aware that not all conflicts can be resolved at the event and sometimes the best decision is to send all affected guests home for the sake of the collective space and safety of the guests.

4.10 If a conflict results in the decision that a guest should leave the space, this action must be done with as little disruption of the ongoing event as possible and with an explanation to the guest of the reasoning behind the decision to educate and for them to learn from the situation. A person leaving the event must, regardless of the content of the incident, never be sent home while being a danger to themselves or others (e.g. by being severely intoxicated or without sufficient clothing).

4.11 Banning a guest from future events must be communicated clearly to the involved party with expiration date and reason. In describing the reason for the ban, the promoters should explain how the guest can improve in relation to adhering to the safer space policy of the event.

4.12 Guests should be able to reach out to the organisers before and after the event with any concerns or unresolved issues related to the event. The guest must be met in a welcoming manner. However, it is not the promoter's responsibility to handle all of their guest's conflicts.

4.13 The promoters must always be aware of their own mental and physical capabilities. Relevant professional assistance (security personnel, ambulance, or other authorities) should always be contacted in cases where the issue exceeds our capabilities or if the situation is being dangerous to our guests or ourselves.

4.14 When handling potentially traumatising situations, it is highly recommended that you as organisers seek mental help and use KFP and its members for mutual support.

5 EVALUATION AND EDUCATION

This section is here to ensure the further development and learnings within KFP and their common safer space policy, and this document must be publicly available, to ensure the further development of a safer nightlife culture in Copenhagen and transparency of the practices of members of KFP.

5.1 All members of KFP must have one (or more) safer space responsible members as a part of their crew. This is to ensure a clear line of communication for each crew that is transparent to the participants of their events.

5.2 These safer space responsables will be a part of the internal safer space group of KFP and can meet up for evaluation and sparring, to share experiences and knowledge from the different events with the other members.

5.3 The safer space responsible should together with their safer space ambassadors be a part of revising this document for the yearly general assembly of KFP.

5.4 There should be an option for the people who maintain safer spaces at the events to seek support and sparring, and a place for developing new strategies with other KFP members.

5.5 It is up to the promoters to decide who joins the internal safer space group. It is the responsibility of all members of a given promoter crew that said crew is informed and up-to-date on the safer spaces practises within the crew and within KFP. Any member of KFP can at any time join the group and the meetings.

5.6 All promoters must make it clear on their events who to contact during and after an event in case someone experiences an unsafe situation.

5.7 All cases brought up after an event by a guest should be discussed internally by the promoters, and preferably brought up by their safer space representative at the meetings within KFP if deemed necessary.

5.8 Minimum once a year KFP must have an educational workshop or event in safer spaces for all members to ensure that all promoters are up to date on the current articles of association. These internal events can also be held by or in cooperation with promoters from other cities and countries. The budget for these must be a part of the yearly budget for KFP.