

EXAMPLE OF A SAFETY CHARTER

- Allow yourself to ask questions.
- Respect confidentiality: what is said during the workshop stays in the workshop.
- When speaking, give priority to your own experience, to experiences that concern you.
- When others talk about their experiences, be an active listener, ask questions, offer support and contribution without questioning or judging the other person's feelings.
- Try as much as possible to not be judgemental, not just towards others, but also towards yourself.
- Respect arrival, break and departure times.
- Collectively participate in the installation and tidying of the room.
- Try to understand and how to apologise if someone is hurt by what we say.
- Tell other participants when we want to share difficult experiences and make sure that others are ready for them. Trigger warning.
- Remain kind before awkward comments.

EXAMPLE OF A SAFETY CHARTER RELATED TO SPEAKING ON THE RADIO

- Do not cut each other off
- Be aware of the speech movement - do not monopolise it so that everyone has time to speak
- Use nicknames during radio recordings (keep anonymity)
- Remove unwanted parts from the recordings
- Listen to the podcast/radio show before it is broadcast
- Allow yourself not to answer questions you find intrusive
- Have the right to be silent if you do not wish to express yourself