

Policy on Unwanted or Transgressive Behavior at Femø Women's Camp

At Femø Women's Camp, we strive to create a space that is safe, inclusive, and respectful for everyone. This means that we take unwanted or transgressive behavior seriously – whether it's related to sexuality, race, gender identity, or other aspects of personal boundaries. The intention of this policy is to make clear what we mean when we talk about such behavior, and to support a shared understanding (of this) among all participants. This policy also describes what to do if you experience or witness anything. Please know that all reports will be kept confidential.

What Do We Mean by "Unwanted or Transgressive Behavior"?

Unwanted or transgressive behavior is any action, comment, or gesture that oversteps another person's boundaries – whether emotional, physical, or social – in a way that makes them feel uncomfortable, unsafe, or disrespected. This includes actions that may not have been intended to harm but are experienced as intrusive, offensive, or violating by the person affected.

These situations can relate to:

- Sexual behavior: including comments, touching, or advances
- Gender identity and expression: including misgendering or questioning someone's (expression of) identity
- Racism or racial bias: including microaggressions or assumptions based on ethnicity or skin color
- Other forms of discrimination or disrespect: such as ableism, body shaming, or ageism

Even if you didn't mean to hurt someone or cross their boundaries, it can still happen – and it's important to take responsibility and listen. Intent doesn't outweigh impact. When someone shares that your behavior felt hurtful or overstepped a line, try to be open, curious, and willing to understand their experience.

Examples of Unwanted or Transgressive Behavior

Below are examples to help clarify what this policy includes. This list is not exhaustive:

- Making sexual comments or jokes that make others uncomfortable.
- Persistently asking personal questions about someone's body, sexuality, race, or gender without clear consent.
- Deliberately misgendering someone or refusing to use their chosen name or pronouns.
- Touching someone without their consent, such as giving a hug, massage, or other physical contact - especially when the person seems hesitant or has said no.
- Using racial slurs or making stereotypical assumptions about people based on their background.
- Commenting negatively (or sexually without consent) on someone's body, appearance, or clothing.
- Excluding or ignoring someone based on their language skills, accent, or cultural background.
- Using humor or sarcasm to belittle someone's identity or experiences.

- Pressuring someone into a conversation or activity they've said no to – including in emotional or social contexts.

What to Do If You Experience or Witness Something

We encourage everyone to speak up – whether for yourself or on behalf of someone else. We encourage people to talk directly with the person who has hurt them/crossed their boundaries, to find a resolution and repair the damage. However, we understand that isn't always possible. In that case, please tell someone on the week team.

Please know that any reports of unwanted or transgressive behaviour made to anyone in the week team will be kept confidential.

If you experience something that feels wrong, you are encouraged to:

- Say no, stop, or otherwise signal that your boundary has been crossed (if you feel safe doing so)
- Remove yourself from the situation if needed
- Reach out to a friend, the well-being person, or someone from the week team for support
- Trust your feelings – even if you're unsure whether it "counts," it's okay to talk about it

If you witness something that seems transgressive, you can:

- Check in with the person affected: "Are you okay?" or "Would you like support?"
- Say something in the moment, if you feel safe: for example, "That's not okay," "Please stop," or "Let's take a step back"
- Interrupt or redirect – even small gestures like changing the subject, stepping into the conversation, or moving physically closer can shift the dynamic
- Tell someone from the team what you saw or heard – even if you're unsure how serious it was

You are not alone, and you don't have to handle it alone. The well-being person and the week team are here to listen, support, and help find the right next step.

Contact our well-being person or any member of the week team at any time. All reports will be taken seriously and handled with care and confidentiality. The week team may discuss with the person reporting and within the week team itself as to how to proceed, but we will never share what has happened with other participants on the week. We will be led in our response by the wishes of the person reporting and we will work together to find a resolution.

If a situation arises, we will want to talk to the person whose behavior has been experienced as transgressive. This will be done with respect but also with clarity. Our goal is to create understanding, set boundaries, and support the safety and well-being of everyone at camp.

Depending on the situation, we (the week team) may:

- Offer support or mediation
- Set clear boundaries and agreements
- Ask someone to take a break from the space

The role of the well-being person and the week team's responsibilities in conflict management is described in this [document](#). In serious cases, someone may be asked to leave the camp. If that happens, the Secretariat of the Women's Camp will be informed. The week team will also inform the Secretariat in cases where they are unsure whether the person should attend next year.

To make sure things are handled fairly and with care, the Secretariat will then gather information about what happened – including listening to everyone involved. They'll look at the situation as a whole, including how serious it was and whether something similar has happened before.

Based on that, the Secretariat may decide that the person can't come back to the same week next year – or, in some cases, that they shouldn't return at all.

Throughout the process, the well-being person, the week team, and the Secretariat will keep things confidential and do their best to support those who have been affected.

We aim to act with care for both the person affected and the person whose behavior is being addressed – while always prioritizing the safety and inclusion of the community as a whole.

If in hindsight you feel your boundaries were overstepped, please don't hesitate to contact the week team or secretariat of Femø, even though some time might have passed. It is never too late to speak up. It is important to speak out in order to make our camp as open as possible for everyone.