

1. Equality and Non-Discrimination Policy

Purpose

Theory-ish is committed to promoting equality, inclusion, and non-discrimination in all areas of its work. As a research-led civic studio, we recognize that equitable participation strengthens institutions and democratic systems.

Scope

This policy applies to staff, collaborators, consultants, partners, participants, and beneficiaries of all Theory-ish programs and activities.

Principles

- Equal treatment regardless of gender, gender identity, age, ethnicity, nationality, religion or belief, disability, sexual orientation, or socio-economic background
- Zero tolerance for discrimination, harassment, or exclusion
- Promotion of inclusive participation in research, dialogue, and program design
- Accessibility considerations in public events, communications, and outputs
- Commitment to diversity in partnerships and collaborations

Theory-ish aligns its equality practices with Finnish law and relevant European Union equality frameworks.

2. Safeguarding and Duty of Care Policy

Purpose

Theory-ish is committed to ensuring a safe and respectful environment for all individuals engaged in its activities.

Safeguarding Commitments

- Protection of children, youth, and vulnerable adults involved in activities
- Prevention of harassment, abuse, exploitation, and misconduct
- Clear reporting mechanisms for concerns or incidents
- Confidential and fair handling of complaints
- Immediate response to any safeguarding risks identified

All collaborators and partners are expected to uphold safeguarding standards consistent with European best practices.

3. GDPR and Data Protection Compliance Policy

Purpose

Theory-ish processes personal data responsibly and in compliance with the EU General Data Protection Regulation and Finnish data protection legislation.

Core Principles

- Lawful, fair, and transparent data processing
- Purpose limitation and data minimization
- Accuracy and secure storage of personal data
- Confidential handling of research and participant information
- Clear consent procedures where required
- Respect for data subject rights including access, correction, and deletion

Data protection measures are applied to research activities, event participation, digital communications, and partnership processes.

4. Conflict of Interest and Transparency Policy

Purpose

Theory-ish maintains high standards of integrity and transparency in governance, partnerships, and funding relationships.

Commitments

- Disclosure of potential conflicts of interest in project development and decision-making
- Separation of financial, advisory, and research roles where necessary
- Transparent documentation of funding sources
- Ethical procurement and partnership selection processes
- Avoidance of undue influence in research outputs and policy analysis

Any identified conflict will be reviewed and addressed to protect institutional integrity

5. Responsible Digital and AI Practices Policy

Purpose

Theory-ish promotes ethical, accountable, and human-centered use of digital technologies and artificial intelligence in research and programming.

Principles

- Alignment with European AI ethics and digital governance standards
- Transparency in the use of digital tools in research or communication
- Avoidance of harmful bias in digital systems
- Protection of privacy and data rights
- Responsible communication of AI-related research and policy insights
- Consideration of societal impact in technology-focused initiatives

Digital innovation at Theory-ish prioritizes democratic values, inclusion, and human dignity.

6. Environmental Responsibility Policy

Purpose

Theory-ish recognizes environmental sustainability as integral to responsible institutional practice.

Commitments

- Minimizing environmental impact in events and operations
- Preference for digital and low-impact collaboration formats where feasible
- Sustainable procurement practices when applicable
- Integration of climate and sustainability considerations into research themes
- Alignment with European climate transition objectives

Environmental responsibility is embedded in both internal operations and programmatic priorities.

7. Ethical Research and Interdisciplinary Standards Policy

Purpose

As a research-led civic studio, Theory-ish upholds high standards of ethical inquiry across governance, cultural, and interdisciplinary research activities.

Principles

- Evidence-based and transparent research methodologies
- Proper attribution of sources and intellectual contributions
- Respect for participant consent and confidentiality
- Avoidance of harm in research design and dissemination
- Inclusion of diverse perspectives in interdisciplinary work
- Clear distinction between research findings, opinion, and advocacy

Art and science collaboration initiatives follow the same ethical standards as policy research activities.

Theory-ish remains committed to rigorous, responsible, and publicly accountable knowledge production.