

# AWARENESS AT THE

## AWARENESS? WHAT IS IT ABOUT?

Awareness means establishing and maintaining a considerate, responsible and solidary way of dealing with each other. Many people experience different forms of discrimination or sexualized violence at events. Discrimination means disadvantage, unequal treatment or harassment. It can be an unpleasant remark, an unwanted touch, a too personal question or exclusion. With awareness work, we learn together to respect everyone's boundaries and to counter discrimination and violence. And we learn how to support people who have discriminatory experiences.

## WHAT DOES THIS HAVE TO DO WITH CAMPUSFEST?

In order to make this event as accessible as possible, it is the task of everyone to pay attention to awareness. Therefore, we invite all people who participate to think about awareness and the issues behind it. So please take some time to read through our considerations and hints.

Additionally, there will be an Awareness-Team (short: A-Team), which you can contact if you need support, want a quiet place or feel like dealing with the topic.

### A-TEAM

The Awareness Team will consist of 2-4 people at a time throughout and can be reached for your concerns and questions:

- under the following telephone number:
- at the awareness stand next to the
- as a team walking around with purple high-visibility vests

### TOILETS

To prevent discrimination in restrooms, all restrooms will be unisex or FLINTA\*-only during our event. In general, we ask you to remember that regardless of how you read it, people can go to any restroom they feel is right for them.

We will evaluate our awareness work after the Campusfest and try to learn from it. If you have any suggestions or comments about our work, this document, or anything else, please feel free to contact us personally or email us at

**BE AWARE OF EACH OTHER!**

Your Awareness-Team

# CODE OF CONDUCT

By coming to this event, you agree to our Code of Conduct. At the same time, nobody is perfect and we all still have to learn. For missteps we will try to find constructive solutions together.

Together we want to create a non-discriminatory, non-judgmental space in which everyone feels welcome and respected - all participants are responsible for this.

We work together against any form of discrimination, sexism, racism or any other form of discrimination. For missteps we will try to find constructive solutions together. However, we reserve the right of exclusion in the "worst case".

Only yes means yes. We act according to the consensus principle: actions and conversations only take place with mutual consent. We pay attention to whether our counterpart clearly signals to us whether he or she wants to talk or interact with us. If you are unsure, ask and try to facilitate open communication.

We ask which pronouns (he, she, they, xier, none at all, ...) people would like to be addressed with. Using the wrong pronouns can be hurtful and traumatizing and should therefore be avoided. There are people who do without pronouns; it is important for us to treat each other sensitively and respectfully.

We don't infer other people's gender identity from their physical appearance. Just because I read someone as male or female does not mean that person identifies that way(!).

Language shapes reality. We use gender-sensitive language and exclude the generic masculine. We ask you to pay attention to your choice of words and language. We try to avoid counter-gendered language such as "ladies first", "girl boss", "real men".

If you take a photo/video of participants, please ask permission. Not everyone wants to be photographed or pictured on the internet and what is uploaded once...

Our notion is informed by intersectionality and recognizes that there are individuals who are affected by multiple discrimination.

When certain topics arouse negative feelings for people, we stand by the person together, remembering that everyone brings different experiences to the table and thus reacts differently to sensitive topics or micro-aggressions, for example.

We recognize that we are all different and have individual perspectives. We try to understand each other's perspectives and refrain from generalizations and stereotypes ("typical man, typical woman").

We all make mistakes. When people use discriminatory language or ways of thinking, we try to bring it to their attention through constructive criticism (!). When people constructively criticize you, we ask you to be open to it and listen.

BIPOC and other marginalized groups are not responsible for educating others. However, there are good organizations you can contact that can send you info material, books tips and link recommendations. BIPOC describes people or groups who are subjected to multiple forms of racism. It stands for the English terms "Black", "Indigenous", "People of Color" and is a self-designation. There is no precise translation for the term.

Not all discrimination is visible. In particular, discrimination that is rooted in social interaction is often invisible to those involved. Remember: What is normal for one person is not necessarily so for others.

## **YOU OBSERVE AN UNPLEASANT SITUATION OR DISCRIMINATORY BEHAVIOR?**

Don't look away. If you observe a situation that makes you feel uncomfortable, talk to the person. Listen to the person and trust him or her. Do not question what the person says. Only they can tell if someone has overstepped their boundaries. The affected person knows best what they need and how you can support them. Do not interpret. It may also be that she does not want any support at all. Do only what the person wants. You can also ask the awareness team for help if you are not able to do it yourself.

## **SOMEONE TELLS YOU THAT YOU CROSSED A LINE OR ACTED IN A DISCRIMINATORY WAY?**

You are told to stop a certain behavior? Someone is avoiding you? Someone tells you that you have crossed a line? Don't argue - that way you can avoid further stress for the person involved. Don't try to explain yourself. Accept this feedback and stop the action. Act in such a way that you do not violate this and other boundaries again. Share with another person (if they want to) what you can change. Inform yourself about discrimination and (sexualized) violence - the awareness stand offers good opportunities for this with information materials and people willing to talk.

## **YOU YOURSELF HAVE EXPERIENCED A STRESSFUL SITUATION, AN ASSAULT OR DISCRIMINATION?**

Take yourself and your feelings seriously. Find out what you need right now. Maybe you want to involve a trusted person or get in touch with the awareness team? Or maybe you don't want anything to happen at all. You know best about your experience and your needs. Only you can name what is helping you right now, what has happened to you, and if someone has crossed your boundaries. You don't have to tell anyone anything if you don't want to.

We (the awareness team) are there for you! We support you when you are affected by boundary violations and violence!

We listen to you, believe you and are on your side. You can tell us what you want, we offer you space for reflection, for the formulation of wishes/demands and support you in further communication if necessary.

Everything without pressure to act - nothing has to happen! Even a conversation alone can help. If you need a quiet and safe place - with or without further support - feel free to contact us.