

# Our Code of Conduct for this Event

## Appreciative attitude

- We are respectful and empathetic.
- Conflicts and differences of opinion are welcome, as long as controversial topics are discussed with sensitivity and respect.

## Enabling Critical Reflection

- We create a space for sharing experiences and exploring different perspectives.
- We separate people from their opinions: we critique statements and actions, not individuals.
- Feelings are important and have their place.

## Discrimination Sensitivity

- We reflect on our own social roles. We acknowledge that there is more than one perspective.
- We try to make marginalized voices heard.
- When people talk about their own lived experiences (e.g. with discrimination), we accept them, do not judge them and do not deny them.

## Safe(r) Space

- We position ourselves against any form of group-based misanthropy.
- We strive for inclusive and discrimination-sensitive interaction with each other.
- We keep all shared and personal information confidential. Outside of a small group, we speak only of our own experiences and not of those shared by others.
- We recognize that people have different backgrounds and levels of knowledge.
- We strive to enable multiple perspectives.
- We are mindful of how much speaking time we take and allow everyone enough time and space to contribute.

## Conflict Sensitivity

- We are mindful of context-specific triggers that may cause harm within the group.

## Trauma Sensitivity

- We foster an atmosphere of trust.
- If you experience or witness any incidents that make you feel uncomfortable, unsafe, or that go against this Code of Conduct, please do not hesitate to reach out to the organizing team. We are here to listen and to ensure a safer and respectful environment for everyone. Your concerns will be handled with care and confidentiality.

