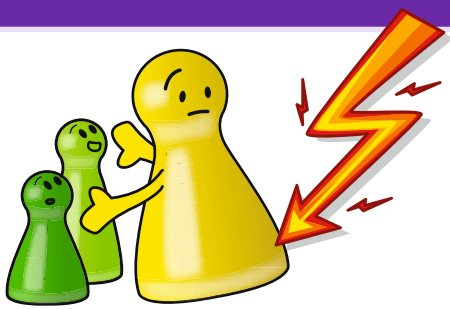
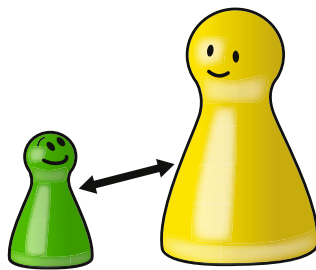


CODE OF CONDUCT FOR BORDER-PRESERVING HANDLING AND PROTECTION AGAINST SEXUALIZED VIOLENCE



Protecting children, young people and adults

I want to protect the people entrusted to me from harm, danger, abuse and violence.



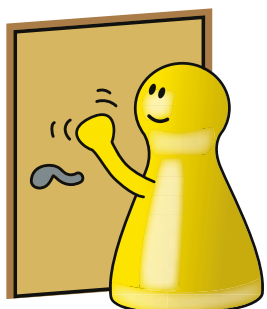
Dealing with closeness and distance

I am aware of the sexual dimension of relationships, consciously perceive it and deal responsibly with closeness and distance. I respect individual feelings of boundaries and defend them.



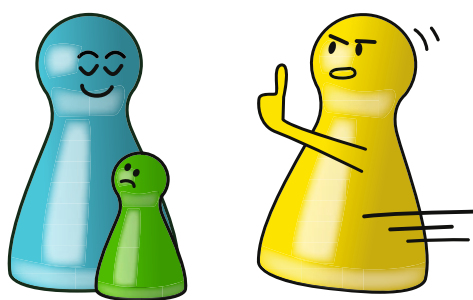
Not taking advantage of the role of the person in charge

As a person in charge, I do not enter into sexual contact with people entrusted to me.



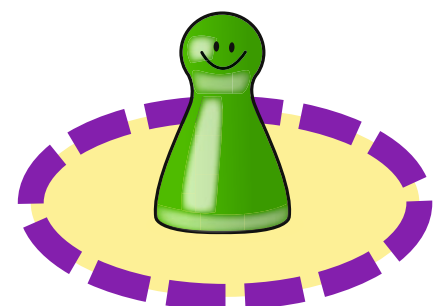
Respect privacy

I respect the privacy and personal boundaries of shame of group members, participants and staff.



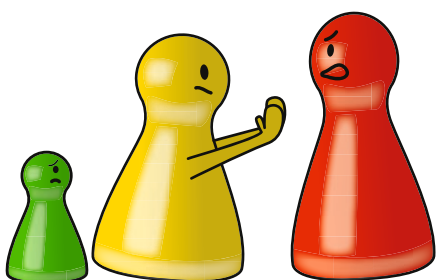
Taking a stand

I take an active stand against sexist, discriminatory and violent behavior as well as against sexualized language and verbal violence.



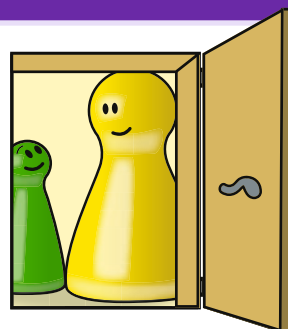
Perceiving and accepting boundaries

I recognize that if personal boundaries have been crossed, intervene and do not cover up violations of boundaries.



Repel derogatory behavior

I refrain from derogatory behavior towards participants and co-workers at all events and also make sure that others treat each other with respect.



Establish transparency

I make situations in which I am alone with others transparent. I adhere to the standards specific to the field of work and respect the needs of the other person.

