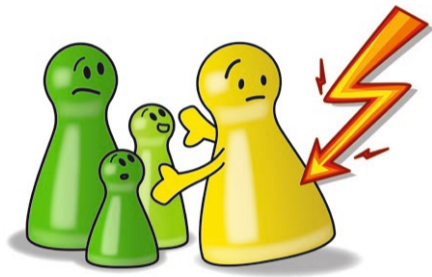


CODE OF CONDUCT

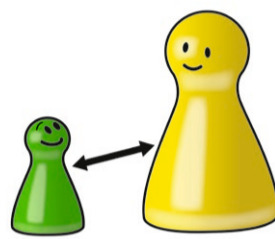
For border-preserving handling and protection against sexualized violence

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



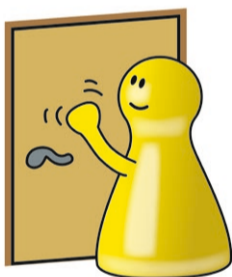
I am aware of the sexual dimension of relationships, consciously perceive it and deal responsibly with closeness and distance. I respect individual feelings of boundaries and defend them.

Not taking advantage of the role of the person in charge



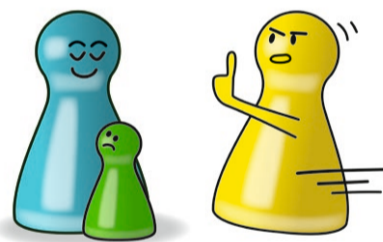
As a person in charge, I do not enter into sexual contact with people entrusted to me.

Respect privacy



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

Taking a stand



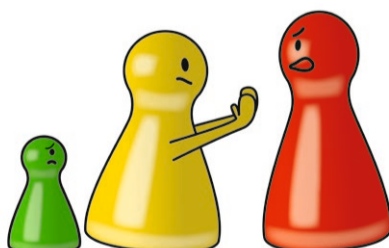
I take an active stand against sexist, discriminatory and violent behavior as well as against sexualized language and verbal violence.

Perceiving and accepting boundaries



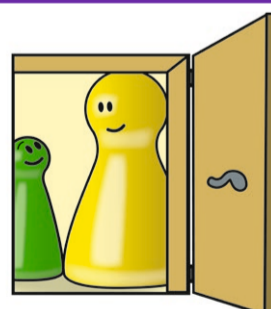
I recognize that if personal boundaries have been crossed, intervene and do not cover up violations of boundaries.

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.

