

# Code of Conduct - Behaviour in the Nexus

as of January 2023

## 1. Purpose

One of our main goals is to create the safest space possible for everyone. Therefore, we aim to create a friendly, safe, inclusive, and welcoming environment - regardless of racial attribution, origin, sexual orientation, gender identity, age, appearance, abilities, and socioeconomic status. The Code of Conduct below outlines our expectations for all who use our premises and participate in our events, as well as the consequences for unacceptable behavior.

## 2. Expected behavior

The following behaviors are expected and required of all participants:

- The Nexus is a place to participate and create. Consider yourself an active part of the event.
- The Nexus is a political place. Be sensitive to knowledge and information about people, groups and structures around the project.
- Before you get into a conflict, try to clarify the situation if possible.
- Pay attention to your surroundings and the other participants. Alert the organizers or others present if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem trivial at first.
- Be considerate in your actions (including dancing) and your communications with others.
- Flirt with consent: Pay attention to the other person and make sure the other person wants to flirt with you. Seek explicit consent and ask if you are unclear.
- Pay attention to the pronouns used by others and use them (e.g. he / she, they/them, none, he\*she, ... Please note: persistent misgendering is considered harassment).
- Out of solidarity and respect, everyone keeps their clothes on, this applies to cis men especially.
- Take criticism expressed to you seriously.

## 3. Unacceptable behavior

The following behaviours are considered harassment and are unacceptable. This applies to behavior on site as well as in general:

- Physical and psychological violence and threats of the same directed at a person who shares the values of the Code of Conduct.
- Ableist, anti-Semitic, antiziganism, homophobic, transphobic, classist, racist, sexist or otherwise discriminatory remarks, language or actions.
- Wearing or displaying such discriminatory signs and symbols (e.g. logos), as well as organizations, groups or bands that may be associated with the right-wing spectrum or otherwise do not comply with our Code of Conduct.
- Personal, deliberately hurtful insults, especially those that refer to the above-mentioned discrimination of other persons.
- The unsolicited disclosure of personal information and data of other persons. Likewise, the threat of passing these on.
- Photographing, filming or recording people without consent (including larger groups).

- Unsolicited physical contact. You should get someone's verbal consent before touching the person.
- Unwanted sexual attention. This includes, but is not limited to, sexualized comments or jokes, staring, and touching.
- Flirting without consent: touching and making sexual advances against the person's will. The clothing and appearance of the person does not indicate whether the person consents.
- Intentional intimidation, stalking, or pursuit (online or in person).
- Persistent disruption of events, including lectures and presentations (e.g. by heckling or monologuing).
- What behaviors are perceived as assaultive is individual; respect the views of the individuals involved.
- Advocating for or encouraging any of the above behaviors.

#### **4. Reporting inappropriate behavior**

You have the right to say no, fight back, and get help. If you or someone else is confronted with behavior described in point 3, please inform the organizers, the bar, the admission or the awareness team as soon as possible. This also applies if a person outside the Nexus has attracted attention for unacceptable behavior at an earlier time. Talk to us rather once too often than too little!

We are not a professional counseling service. However, we are happy to provide information on counseling services and, to the best of our ability, a place of retreat, and we will do everything we can to end the threatening/harassing situation as quickly as possible.

#### **5. Consequences of unacceptable behavior**

If a person involved displays inappropriate behavior (see point 3), the organizers will take all measures they deem necessary accordingly, including warning or exclusion from the event. This will not be discussed further on the spot.

Any person who is asked to refrain from the behavior listed in item 3 must comply immediately. Please remember that mistakes happen. If we call you out when appropriate, it does not mean you are a bad person. Reflect on your behavior and do better next time.

A closer look at the situation can be made at a later date. Of course, we can make misjudgments when making a decision on short notice. Therefore, we would like to create the space to address this as well. It can also lead to a general exclusion from all activities of the house (house ban).

#### **Note**

The Code of Conduct is constantly being revised. We welcome any suggestions for improvement.