



# Code of Conduct

## 1. Core Principles

- **Consent first. Always.**

No means no. Yes means yes. All (inter)actions require clear, enthusiastic and ongoing consent. Ask before touching. Always. Consent can be withdrawn at any time and needs to be respected.

- **Respect boundaries.**

Everyone's comfort, identity, and personal space must be honored.

- **Non-judgmental environment.**

We celebrate curiosity, diversity, and open-mindedness.

- **Strictly non-political & non-religious event.**

You are welcome to *personally* hold any political or religious belief—just please keep it to yourself during the event. This means: no political messaging, discussions, slogans, symbols, flags, or clothing. No religious expression directed at others (statements, preaching, converting, discussions).

- **This event is not a dating or pickup space** during the daytime workshops

Refrain from asking for contact information from any participant—for this purpose we have a 'Compliments and contact' box. Only if the person(s) also wrote a compliment to you will we connect you with them after the event.

## 2. Behaviour Expectations

- **Be mindful of language and tone.**

Speak from a space of curiosity and respect, not judgement. No shaming, lecturing, or dominating conversations. No cross-talk while others share.

- **Do not give advice.**

Instead of telling others what they "should do," use self-reflective communication: "In my experience," "For me, what helped was," "I feel," "I noticed." This keeps discussions supportive and non-intrusive.

- **Share and treat the space fairly.**

Arrive on time and avoid unnecessary interruptions. Follow the workshop facilitator's instructions. Leave the space as you found it - pickup your trash after you. If you see something out of place, put it where it belongs.

- **Treat the shared emotional space with respect.**

Let others speak and participate—no monopolizing. No dominating or trauma-dumping. Don't assume gender, roles, relationship structures, or preferences.

- **Confidentiality.**

Stories or personal details shared in workshops stay in the room.

### 3. Safety & Community Care

- **Check in on others if something seems off.**

Approach volunteers or organizers ("Angels") if you feel unsafe or notice a problem. We take all concerns seriously and act discreetly, respectfully, and promptly.

### 4. Intoxication & Substances

- **Daytime workshops are strictly sober spaces.**

No alcohol, no drugs, no intoxication of any kind during the day program.

- **The party allows for moderate consumption.**

Extreme intoxication is not tolerated and may lead to being removed from the party for safety reasons.

### 5. Photography & Consent

- **No photos or videos without consent.**

No photos or videos of people may be taken without their explicit consent asked beforehand. Unauthorized photography or filming will result in removal from the event.

### 6. Consequences for Breaching the Code of Conduct

- **Harassment of any kind is not tolerated.**

We have a zero tolerance policy for sexual harassment or coercion; discrimination of any kind; intimidation or threats; stalking; repeated unwanted attention; violations of consent.

- **Enforcing boundaries after education.**

If someone disregards the Code of Conduct, we aim to educate and discuss first. We will enforce boundaries firmly when required.

- Depending on severity, consequences may include:

Verbal reminder; removal from a workshop; removal from the event (no refund); ban from future events.

*We all share the responsibility to create and maintain safer, inclusive and respectful spaces for everyone.*

