

Community rules

Our events and workshops are for everyone. People with different languages and cultures meet here. We learn from each other and network.

Everyone is responsible for ensuring that **everyone feels comfortable - including you!** We all pay attention to our behavior and learn from our mistakes.

These **rules** ensure that everyone feels **welcome** and **safe** at our events.



Everyone is welcome

We want to treat all people **with respect at events**. Language, origin, racist and anti-Semitic attribution, gender identity, sexual orientation, religion and ideology, age, disability, social status and/or other characteristics should not play a role.



Participation and respect

- **Each person decides for themselves how she or he wants to participate in events and what is okay for her or him.**
 - **You don't have to talk about anything you don't want to.** For example, if you don't want to talk about a personal matter, you can say 'Stop'.
 - **You don't have to do anything that doesn't feel good for you.** For example, if you don't want to take part in an activity, that's fine.
 - **Please don't tell others what to do.** If someone doesn't want to do something, that's okay.
 - You can ask if someone wants to join in or talk. It's okay if the person says 'no'. Accept this decision.
- **Pay attention and respect other people's feelings, wishes and boundaries.**
 - What you like, others may not like.** For example: Some people don't want to be hugged. Or they don't want to talk about personal stuff. That's okay. Everyone is different. Please accept that.
 - **"No means no":** If someone says "no" or shows rejection, accept this boundary.

✗ No room for discrimination

The members of our community come from many different cultural and social backgrounds. **This diversity is important to us and we want to protect it.** That's why **discrimination** and **stereotypes** have **no place** at our events and workshops.



What is discrimination?

Discrimination means that a person is treated badly. For example, she or he is laughed at, insulted or excluded.

This can happen because the person:

- speaks a certain language
- has a certain skin colour
- believes in a certain religion
- feels like a woman, man or other
- loves men or women
- is young or old
- has a disability
- is poor or rich
- or for other reasons.

At “Du für Brandenburg” we say:

All people are welcome. Nobody should be discriminated against.



What are stereotypes?

A stereotype is an **image in the mind** about a group of people.

This image is **often wrong**. It can **hurt** other people.

An example of a stereotype is:

“All young people are just on their mobile phones.”

This sentence is unfair. Because not all young people are the same. Everyone is different

At “Du für Brandenburg” we say:

We want to see each person individually. We don't want to judge anyone according to a stereotype. Every person is special.

Photos and Videos

- Always ask first before you take a photo or video with someone.
- Do not share photos or videos of others without their permission.

You feel uncomfortable or unsage?

Have you observed something that is against the rules?

Talk to us! We will help you. There are **two ways** you can talk to us about a particular situation:

Immediately and directly at an event or workshop

- If you feel uncomfortable at a **community event or workshop** or have seen something that is against the rules:

➡ Speak directly to **one of the team members**

Personally and confidentially after an event or workshop

- If you would prefer to talk about a situation in private, perhaps after an event or workshop:

➡ Write an **email** to **Céline** from the coaching team of “Du für Brandenburg”:

- Email von Céline: celine.couronne@join-impact.org

▶ Céline will then make an **appointment** with you.

▶ You **talk together** about what happened.

▶ Everything remains **confidential**. This means that Céline won't tell anyone about the situation without asking you first.

▶ You decide **together** what should happen next.

It's great to have you with us! 

Enjoy our events! 

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