

Awareness Concept For Respectful and Discrimination-Sensitive Conduct at Events

Dear participants,

thank you for joining us at our event. In line with our mission statement, we at Heilbronn University of Applied Sciences place great importance on treating one another with respect and consideration. To create a safe and respectful space for everyone, we would like to introduce you to our awareness concept. It aims to prevent all forms of discrimination and to work together to foster an open, respectful and supportive atmosphere.

Awareness means mindfulness and describes the respectful and self-reflective way in which we interact with one another. Our awareness concept aims to create spaces in which all participants are protected from discrimination, harassment and violence. We take a firm stand against any form of discriminatory behaviour and hate speech, and provide those affected with support and practical options for action.

No forms of violence, discrimination or boundary violations will be tolerated at our event. We take particular care to ensure that none of the following forms of discrimination are permitted:

- All forms of racism or religious discrimination
- Ableism (discrimination on the grounds of disability)
- Hetero-cis sexism and transphobia
- Queerphobia
- Age discrimination
- Lookism and bodyism (discrimination based on physical appearance or body shape)
- Group-based hostility
- Discriminatory conspiracy theories

Furthermore, participants are asked not to display any national symbols.

Participants' personal experiences will be respected and not trivialised. Any hurtful remarks regarding the suffering experienced by ethnic groups must be refrained from.

Expressions of solidarity must not violate the dignity of other affected individuals. We urge participants to treat others with care and consideration.

The event will be supported by an **awareness team**.

If you are affected by inappropriate or discriminatory behaviour, or if you require support, please feel free to contact the on-site awareness team or the organising body directly. Alternatively, you can also contact the HHN's contact points against

discrimination, bullying and sexualised violence. <https://www.hs-heilbronn.de/en/Contact-points-and-counselling-on-protection-against-discrimination>

We would also like to recommend the Heilbronn Anti-Discrimination Office.
<https://www.adi-hn.de/kontakt/>

Our aim is to work together to create a space where everyone can feel safe and respected. Thank you for your mindfulness and for helping to ensure a respectful event.

The organisers reserve the right to exercise their right to manage the premises and to refuse entry to, or exclude, individuals from the event in order to protect the safety and well-being of all participants. In serious cases, legal action may also be taken (Section 903, sentence 1, in conjunction with Section 1004 of the German Civil Code (BGB)).

We look forward to exchanging ideas with you.