# Awareness Conzept for Diversity Day on 28.05.2024

TU Dortmund University is a place where many people with very different life realities, experiences, backgrounds and positions come together. We want to deal with this diversity sensitively and professionally. It is important to us that everyone on campus feels respected and comfortable.

### Awareness

Awareness means attention, perception, consciousness. With the awareness of all those involved, a space should be created in which discriminatory behavior is countered preventively, active action is taken against it and affected persons receive support from an awareness team if necessary.

### Awareness-Team

The awareness team is made up of Nicole Jansen (she/her) and Kaya Gödeke (she/her). They are impartial and offer those affected by discrimination or sexualized violence the opportunity to retreat to a counselling room, reflect on the situation and intervene with the person perpetrating the violence (if desired by the person affected).

The awareness team can be recognized on Diversity Day by clearly visible signs. A member of the team will always be present at the SchuDS stand (Central Advice Centre for Protection against Discrimination and Sexualized Violence) and will be available there.

Any contact with the awareness team is free of charge, subject to confidentiality and will be treated anonymously if requested. If required, we can provide advice in English or in plain language.

## General Information

There will be at least one contact person and basic information about the event at the SchuDS stand. All relevant information can also be found online on the staff unit's website.

### Name Badges

All event participants wear a name badge with their name and pronoun (optional). Guests also have the option of filling in blank name badges themselves at the SchuDS information table.

### Rest Area

There will be a quiet room throughout the event. Confidential discussions can take place here or those affected can come to rest. The awareness team clarifies together with the person concerned what need they are currently feeling (conversation, counseling, contacting friends/relatives, etc.). In addition, the room also offers the opportunity to have a conversation with the person perpetrating the violence.  
The room is known to the awareness team and is supervised by them.

### ****Preventative Measures****

In order to organize an event that is as free of discrimination and barriers as possible, the awareness team informs the participants in advance of the event. Among other things, they will make them aware of the Code of Conduct.

Cards with the Change of Direction symbol will be available at the discussion points during the “Talk TU us” part of the event. These can be used by all participants and make it clear without verbal expression that personal boundaries are being crossed at this moment. The use of this card prompts participants to end the conversation immediately and, above all, without comment or to change the subject.

# ****Code of Conduct****

1. We respect the diversity of the university community, including different opinions, backgrounds, positions and lifestyles.
2. We recognize that we are all different and have individual perspectives. We try to understand other people's perspectives, refrain from generalizations and stereotypes (e.g. “typically male, typically female”) and handle sensitive issues responsibly.
3. We all make mistakes. If people use discriminatory language or statements, we draw their attention to this by constructively pointing it out. We are open to constructive criticism and accept it.
4. Not every disadvantage, impairment or disability is always visible. Our own idea of “normality” does not always correspond to that of other people.
5. Together we want to create a non-discriminatory, non-judgmental space in which everyone feels welcome and respected - all participants are responsible for this. We therefore treat each other with respect and appreciation and we communicate politely and constructively. Necessary criticism is presented and negotiated as objectively and situationally as possible.
6. We respect the privacy of others and ensure that we do not communicate in a way that violates boundaries, including via e-mail. We keep confidential information secret.
7. We encourage all participants to communicate their pronouns (including the use of no pronouns) and respect them.
8. We seek constructive and communicative ways to resolve conflicts and problems. We use the available institutional mechanisms for conflict resolution (e.g. awareness team, supervisor, Central Advice Centre for Protection against Discrimination and Sexualized Violence (SchuDS), complaints office, etc.).
9. All participants are encouraged to take an active part in the discussion, because none of us knows everything, but together we know a lot.
10. We do not tolerate any form of discrimination, abuse of power, harassment and sexualized violence. The organizing team reserves the right to exclude anyone from the event.
11. We use TU facilities, rooms and resources responsibly and attach importance to the sustainable use of materials and energy.