

## **Awareness Concept for Diversity Day on May 19, 2026 6-8 p.m.**

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 and consciousness. Through the awareness of everyone involved, a space should be created in which discriminatory behavior is prevented where possible, actively addressed, and in which affected persons receive support from an awareness person if needed.

### **Awareness-Person**

At this event, Kaya Gödeke (they/she) will be available as the awareness person. The awareness person works in a supportive and partial manner toward affected persons and offers people affected by discrimination or sexualized violence the opportunity to retreat to a quiet room, reflect on the situation, and—if desired by the affected person—intervene with the person who committed the harmful behavior.

The awareness person will be introduced at the beginning of the event and can be recognized by clearly visible signs. Any contact with the awareness person is free of charge, confidential, and can be treated anonymously if requested. If required, advice can also be provided in English or in plain language. Die Awareness-Person wird am Anfang der Veranstaltung vorgestellt und ist durch gut sichtbare Schilder zu erkennen.

### **General Informationen**

The awareness person as well as other actors involved in the event can be recognized by name badges and are available to answer questions.

### **Quiet Room**

A retreat room will be available during the event. Confidential conversations can take place there or individuals can take time to rest. The awareness person will clarify together with the affected person what their current needs are (e.g. conversation, counseling, contacting friends or relatives). In addition, the room also offers the opportunity to have a conversation with the person who committed the harmful behavior. The room is known to and supervised by the awareness person.

### **Preventive Measures**

In order to create an environment that is as free from discrimination and barriers as possible, the event is also based on a Code of Conduct.

## Code of Conduct

1. We respect the diversity of the academic 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 in a responsible manner.
3. We all make mistakes. If people use discriminatory language or statements, we draw their attention to this by constructively informing them. 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 place that is as non-discriminatory and non-judgmental as possible, in which everyone feels welcome and respected - all participants are responsible for this. That is why we treat each other with respect and appreciation and communicate politely and constructively. Necessary critique 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 Counseling Center 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, power abuse, harassment and sexualized violence. The organizing team reserves the right to exclude anyone from the event.
11. We use TU Dortmund University facilities, rooms and resources responsibly and emphasize the sustainable use of materials and energy.