



CODE OF CONDUCT

- We respect the diversity of the academic community, including different opinions, backgrounds, positions and lifestyles.
- 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.
- 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.
- Not every disadvantage, impairment or disability is always visible. Our own idea of "normality" does not always correspond to that of other people.
- 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.
- 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.
- We encourage all participants to communicate their pronouns (including the use of no pronouns) and respect them.
- 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.).
- All participants are encouraged to take an active part in the discussion, because none of us knows everything, but together we know a lot.
- 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.
- We use TU Dortmund University facilities, rooms and resources responsibly and emphasize the sustainable use of materials and energy.

