



## Community Guidelines

A warm welcome to the CircusDanceFestival!

Please be mindful and considerate of one another. We are all responsible for ensuring that this is a place where everyone can feel respected and accepted, and that the festival becomes what it is meant to be: a place for everyone, diverse and inclusive. We therefore do not tolerate any form of racism, sexism, anti-Semitism, homophobia, classism, ableism or any other form of discrimination or harassment at the festival. By entering the festival grounds, you agree to this code of conduct. A breach of these guidelines may result in you being excluded from the festival events.

- Together, we create a space that is sensitive to discrimination, where critical yet constructive and respectful dialogue is possible.
- If we feel threatened, harassed or uncomfortable, we can seek out the Awareness Team, who are identified by their T-shirts.
- If we feel that another person needs help, we ask the person concerned whether and how we can help. We do not leave it to others to take the initiative.
- If we suspect that something we wish to say or do might be discriminatory, we should, when in doubt, refrain from saying or doing it. (This is often the case when sentences or thoughts begin with: "This might not be politically correct, but I think..." or "I'm not racist, but...")
- If we wish to take photos or videos of other guests in which they are clearly recognisable, or post it online, we ask for permission first and accept that not everyone wishes to be photographed or featured on the internet.
- Only 'yes' means yes: We act according to the principle of consent: actions and conversations take place only with mutual agreement. We pay attention to whether the person we are interacting with clearly signals that they wish to speak or interact with us.
- We listen, give other participants space to express themselves, and take the statements of people who have experienced discrimination seriously.
- We use gender-sensitive language and avoid other forms of discriminatory language, instead using self-designations of marginalised groups (e.g. POC, Black) and people, as well as inclusive language.
- You cannot tell a person's gender identity from their appearance. If a person tells us their name and how they would like to be addressed, we will address them accordingly (pronouns: she/he/they/them/no pronouns/...).
- All toilets on the festival site are unisex. Everyone knows best for themselves which toilet they would like to use.
- Not every characteristic based on which people are disadvantaged is visible.
- People who experience discrimination are not responsible for educating others. There is information available online and organisations that can provide good informational material, book recommendations and links.
- We all make mistakes. When people use discriminatory language or adopt discriminatory attitudes, we try to draw their attention to this in a constructive manner, where possible. When people offer us constructive criticism, we are open to it and listen.
- We are all committed to upholding the rules of respectful behaviour. Anyone who refuses to accept these or repeatedly violates them may be excluded from the event. This applies to all visitors, participants, performers, speakers or workshop leaders, as well as organisers.
- We are all Circus! – Let's be mindful and considerate of one another.