

Our Code of Conduct for the Annual Conference

The HDS Annual Conference aims to promote respectful and supportive exchange. The Code of Conduct is designed to prevent discrimination, harassment, and other forms of inappropriate behavior, ensuring that all participants feel comfortable and respected. Therefore, we want to point out that disrespectful or discriminatory behavior is not welcome. During the conference, there will be people available to speak with if anyone feels uncomfortable.

Any form of harassment, insult, or discrimination—especially based on perceived origin, gender or sexual orientation, disability, religion, body size or shape, class, or age—will not be tolerated. We are aware that spaces are never free from power structures, and that discrimination and structural violence can occur or be reproduced during the conference. Acknowledging this reality, raising awareness and sensitivity together, and taking responsibility for ourselves and each other is what we understand as awareness.

Please follow the guidelines below:

- Treat every person openly and without prejudice.
- Take responsibility for your own well-being and pay attention to your needs. You may leave a conversation, a session, or the entire conference at any time, or respectfully indicate if your boundaries are being crossed.
- Act considerately and respectfully toward others, their needs, and their boundaries.
- When in doubt, ask if your behavior is okay and what feels comfortable for others.
- Offer support if requested or if you notice someone needs help.
- Seek advice or assistance if you are unsure or don't know how to proceed.
- Apologize if you make mistakes and be open to criticism and feedback.
- Respect the privacy of other participants. Personal information or conversations must not be shared without consent.
- If you take photos and/or videos during the conference: Never post images or videos without the consent of the people involved.
- Take responsibility for fostering a positive and respectful atmosphere at the conference.
- If you are unsure or experience any incidents, contact the awareness team!

Das Projekt „Haus der Selbstständigen“ wird im Rahmen des Programms „Zukunftszentren“ durch das Bundesministerium für Arbeit und Soziales und die Europäische Union über den Europäischen Sozialfonds Plus (ESF Plus) gefördert.

Gefördert durch:

