CODE OF CONDUCT

How we do things at Feierwerk.

Our Code of Conduct is a set of guidelines for everyone taking part in an event at Feierwerk. It is the foundation of our work and aims to counter discrimination and prejudice. The Code of Conduct is part of our overall concept for treating one another with respect.

At Feierwerk, we want a place of **lived and practical solidarity.** Everyone should be able to have a good and enjoyable time here – including our staff. Respect works in all directions.

01 A SPACE FOR EVERYONE

Together we want to create a space where everyone feels accepted and respected – in words and actions, regardless of:

origin	ethnicity	skin colour
age	gender identity	sexual orientation
appearance	religion	education	social background
physical and cognitive abilities	illnesses and chronic conditions	any kind of disability

02 SAFER SPACE

Feierwerk's spaces are meant to be a "safer space": there is no room for discrimination or for behaviour that crosses boundaries, and we share responsibility for treating one another with care. We do not tolerate any form of

racism	queerphobia	sexism	antisemitism	ableism	ageism	lookism

or any other form of discrimination, patronising behaviour, harassment or assault.

03 BASIS AND SCOPE

We refer to the mission statement of Feierwerk e.V. (in German) – it frames the encounters between our diverse visitors and is the basis for how we get along.

By entering the premises and taking part in an event, you agree to this Code of Conduct. It applies at all times, regardless of the state visitors and participants are in. Violations may have consequences and can lead to exclusion from the event.

FEIERWERK

04 NO ROOM FOR HATE

With targeted measures such as our admission policy, we counter every attempt to use Feierwerk as a place for dehumanising, anti-democratic, discriminatory or far-right propaganda. We pay close attention to what is worn on our premises – whether as a patch, print, tattoo or merch.

No entry with dehumanising, anti-democratic, discriminatory or far-right symbols!

05 WE ARE HERE FOR YOU

The area around Feierwerk is also part of our shared space. If you feel unsafe or need help during a Feierwerk event or on your way to or from us, please talk to our team. We are there for you on site during event hours, and you can reach us by email at any time.

Our approach is **survivor-centred:** we put the perspectives and needs of those affected first and act on them as best we can.

06 DISCRIMINATION TAKES MANY FORMS

People can experience different forms of discrimination – for us, this includes structural discrimination. We know it can happen here too. That is why we try to connect people with support and to reduce unequal treatment. We also do our best to take intersectionality into account in our work.

07 TOGETHER DESPITE BARRIERS

You can find more information on inclusion and accessibility at Feierwerk at www.feierwerk.de/barrierefreiheit (in German).

08 PARTY MINDFULLY

Using and dealing illegal substances is prohibited on the entire Feierwerk premises. We are aware that legal intoxicants can also lead to problems and crossed boundaries. So take care of yourself and keep in mind how your consumption affects your actions and the people around you.

09 QUESTIONS, FEEDBACK, EXPERIENCES

Write to us any time at
awareness@feierwerk.de

Your message will be handled with great sensitivity and in line with applicable data protection regulations.

Thank you for helping to make Feierwerk a place for EVERYONE.