



Code of Conduct

1. Core Principles

- **Consent first. Always.**

No means no. Yes means yes. All (inter)actions require clear, enthusiastic and ongoing consent. Ask before touching. Always. Consent can be withdrawn at any time and needs to be respected.

- **Respect boundaries.**

Everyone's comfort, identity, and personal space must be honored.

- **Non-judgmental environment.**

We celebrate curiosity, diversity, and open-mindedness.

- **Strictly non-political & non-religious event.**

You are welcome to *personally* hold any political or religious belief—just please keep it to yourself during the event. This means: no political messaging, discussions, slogans, symbols, flags, or clothing. No religious expression directed at others (statements, preaching, converting, discussions).

- **This event is not a dating or pickup space** during the daytime workshops

Refrain from asking for contact information from any participant—for this purpose we have a ‘Compliments and contact’ box. Only if the person(s) also wrote a compliment to you will we connect you with them after the event.

2. Behaviour Expectations

- **Be mindful of language and tone.**

Speak from a space of curiosity and respect, not judgement. No shaming, lecturing, or dominating conversations. No cross-talk while others share.

- **Do not give advice.**

Instead of telling others what they “should do,” use self-reflective communication: “In my experience,” “For me, what helped was,” “I feel,” “I noticed.” This keeps discussions supportive and non-intrusive.

- **Share and treat the space fairly.**

Arrive on time and avoid unnecessary interruptions. Follow the workshop facilitator’s instructions. Leave the space as you found it - pickup your trash after you. If you see something out of place, put it where it belongs.

- **Treat the shared emotional space with respect.**

Let others speak and participate—no monopolizing. No dominating or trauma-dumping. Don’t assume gender, roles, relationship structures, or preferences.

- **Confidentiality.**

Stories or personal details shared in workshops stay in the room.

3. Safety & Community Care

- **Check in on others if something seems off.**

Approach volunteers or organizers ("Angels") if you feel unsafe or notice a problem. We take all concerns seriously and act discreetly, respectfully, and promptly.

4. Intoxication & Substances

- **Daytime workshops are strictly sober spaces.**

No alcohol, no drugs, no intoxication of any kind during the day program.

- **The party allows for moderate consumption.**

Extreme intoxication is not tolerated and may lead to being removed from the party for safety reasons.

5. Photography & Consent

- **No photos or videos without consent.**

No photos or videos of people may be taken without their explicit consent asked beforehand. Unauthorized photography or filming will result in removal from the event.

6. Consequences for Breaching the Code of Conduct

- **Harassment of any kind is not tolerated.**

We have a zero tolerance policy for sexual harassment or coercion; discrimination of any kind; intimidation or threats; stalking; repeated unwanted attention; violations of consent.

- **Enforcing boundaries after education.**

If someone disregards the Code of Conduct, we aim to educate and discuss first. We will enforce boundaries firmly when required.

- Depending on severity, consequences may include:

Verbal reminder; removal from a workshop; removal from the event (no refund); ban from future events.

We all share the responsibility to create and maintain safer, inclusive and respectful spaces for everyone.

