

AWARENESS GUIDELINES

The Children's and Young People's Theatre Center in the Federal Republic of Germany (KJTZ) is a nationwide specialist center dedicated to the development and promotion of the performing arts for young audiences.

AUGENBLICK MAL! is an event of the Children's and Youth Theater Center in the Federal Republic of Germany (KJTZ) and will take place from May 6 to 11, 2025 in Berlin. In cooperation with ASSITEJ e.V. Germany, THEATER STRAHL Berlin, FELD Theater für junges Publikum, GRIPS Theater, THEATER AN DER PARKAUE - Junges Staatstheater Berlin and ATZE Musiktheater. It is funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Berlin Senate Department for Culture and Social Cohesion. We want to raise awareness of structural discrimination and barriers by taking a critical approach to diversity. We attach great importance to diversity-sensitive and victim-oriented awareness work.

We, the office and board of ASSITEJ e.V. Federal Republic of Germany, all employees of the ASSITEJ projects Wege ins Theater and PERSPEKTIV:WECHSEL as well as the employees of the KJTZ, have developed principles¹ for our work. We see these as the basis and compass for our work processes, decisions and actions, both internally and externally. We derive concrete measures from them that aim to open up our organization in a diversity-sensitive way and that can serve as a model for performing arts actors for and with young audiences.

We take these guidelines as a basis to ensure that there is respectful and harmonious communication between all of us during the festival AUGENBLICK MAL! Through this awareness-raising concept, we want to raise awareness of social power structures such as anti-Semitism and racism, ableism, sexism and other forms of misanthropic ideologies as well as hostile behavior towards LGBTIQ+ and reject any form of discrimination.

In order to ensure that everyone feels comfortable in a safe space, it is necessary that we reflect on our own positions and privileges and derive from this how we want to interact with each other and in the venues. This self-reflection is an essential part of creating and maintaining non-discriminatory spaces.

Guidelines for appropriate behavior

In order to create a positive and safe environment for all those present, we ask that you respect the following guidelines:

CONSENSUS PRINCIPLE:

The consensus principle is at the heart of our interactions. Consent can be withdrawn at any time. Anything that is not a "yes" automatically means a "no." A "no" needs no further explanation or justification. This principle em-

phasizes the importance of mutual respect and respect for individual boundaries.

DISCRIMINATION-FREE SPACES:

Discrimination of any kind based on age, ethnic origin, gender, gender identity, mental or physical abilities, body, skin color, nationality, religion, sexual orientation, social origin and other characteristics is not tolerated. We reject all forms of anti-Semitic, ableist, homophobic or trans-hostile, sexist and racist attributions. We stand up for the rights and protection of disabled people, BIPoC2, Jewish people, children and young people, LGBTIQ+3 and other marginalized groups.

NO HARASSMENT:

We strictly reject any kind of harassment, be it verbal, physical or psychological. Whether harassment is present is decided by the person negatively affected by it. Behavior such as theft, vandalism or excessive consumption of substances is unacceptable. The safety of all guests has top priority. All necessary measures are taken to ensure this.

ALCOHOL AND SMOKE-FREE ZONES:

To ensure that children and young people, as well as people who have a need for places where alcohol is not consumed and cigarettes are not smoked, we set up alcohol and smoke-free zones in the festival area. Alcohol consumption and smoking in alcohol and smoke-free zones is prohibited.

Communication rules and form of address

For informal communication, we recommend using the form of address "Du". We ask that you respect the correct names and pronouns of those present. In case of uncertainty, it is appropriate to ask politely.

SPRECHEN:

- After individual program points, space is provided for exchange. However, bear in mind that not everyone wants to discuss during the breaks.
- Sometimes you don't know what pronouns a person uses. If you are not sure, it is best to ask the person directly.
- Language should be clear and understandable. Avoid using a lot of technical terms. Explain technical terms to avoid misunderstandings.
- Use "I-messages" and share your own experiences instead of speaking for others.
- Give others the opportunity to speak and respect individual boundaries.

LISTENING:

- Active listening and respecting the speaking time of other participants is essential.
- It is important to concentrate attentively and impartially

on what the other person is saying. Communication happens in situations with – often unspoken – power structures. It is therefore crucial to be aware of your own advantages and privileges and to strive to give a voice to those who are often overheard. This can also mean consciously taking a back seat at times to allow others to take the lead.

Disruptions and consequences

We strive to take appropriate measures to ensure the safety and well-being of all participants. There is a code of conduct that formulates rules of conduct for respectful and appreciative interaction. All participants are obliged to adhere to this code of conduct. In the event of a violation, measures may be taken, including i.e.:

- A reference to the code of conduct by people on site such as the awareness team.
- After multiple warnings, exclusion from workshops, individual program items or the entire event may be considered.
- If the behavior of the participants is illegal and violent or has criminal consequences, we reserve the right to inform the responsible authorities and for the organizers to make use of their domiciliary rights.

WELL-BEING AND SELF-CARE DURING EMOTIONAL EXPERIENCES:

Pay attention to your emotional well-being and physical needs: Consciously take time for your physical and emotional needs. Take breaks, get snacks and drinks, treat yourself to fresh air and be mindful of thoughts such as “I don’t feel well here / with this right now”. It is up to you to decide whether you want to stay or leave. We respect the autonomy of those affected with regard to discriminatory behavior and speech. The Theater an der Parkaue has a quiet room on the 2nd floor where you can retreat. The awareness team will accompany you to the safer space in the awareness retreat if required. You will find the Awareness Info in the lower foyer of Theater Strahl. This place invites you to discuss awareness, anti-discrimination and systems of oppression.

AWARENESS

according to: Awareness Handbook by the initiative “Safe the Dance”

- is active support and solidarity for those affected.
- always focuses on the person affected, not the act or the person perpetrating the violence.
- means being mindful and attentive to the boundaries of others.
- wants to create a space in which everyone can feel comfortable.

BARRIERS:

There are various barriers that people can face in different spaces. Please let us know if you encounter any non-communicated barriers that we as a group should take into consideration. Our goal is to ensure that all participants are able to actively participate and feel comfortable, regardless of individual barriers.

Awareness-Infopoint



AUGENBLICK MAL! 2025 is supported by an awareness team: You can contact this team if you experience or observe discriminatory experiences and border violations. You will have the opportunity to leave anonymous feedback at the awareness info point on site. You are welcome to give us feedback via e-mail to

g.mayungu@jungespublikum.de

or anonymously at https://padlet.com/DI_gabriela/6-5-11-5-augenblick-mal-2025-z3u35dfk1urb36mm

Awareness availability

If you experience discrimination or find certain content and speeches during the event to be discriminatory, please contact our Awareness Team. You can recognize us by our pink AAA* vests.

We are Andru König, Neela Amankwah, Bilge Bozkurt, Feryal Djavadi, Anna Nawrocki and Theo Sämisch.

During the festival we are on site and can be reached by phone at: 015754008590 and 015754008655 as well as 015754008659.

We are here to find solutions together that make you feel comfortable.

- is a fundamental attitude that advocates for a more just society, especially for marginalized people.
- creates accountability in cases of abuse or discriminatory behavior.
- is based on confidentiality.