

# Code of Care

FLINTA\* Literatur is a public space for migrant and displaced FLINTA\* people and their communities. We want the space to feel genuine, respectful, and safe(r) for everyone involved. This Code of Care sets shared expectations for guests, artists, team members, partners, and collaborators. A safer space is not a perfect space. Differences, tension, and discomfort can exist. What matters is how we treat one another and how we respond when harm occurs.

<p><b>We ask everyone to</b></p> <ul style="list-style-type: none"> <li>● treat others with respect and care</li> <li>● listen across differences without demeaning others</li> <li>● respect personal boundaries</li> <li>● be mindful that people arrive with different migration histories, political realities, and lived experiences</li> <li>● communicate disagreement without harassment, intimidation, or dehumanization</li> <li>● contribute to a space where people can participate without fear of discrimination</li> <li>● respect the work of artists, organizers, and fellow participants</li> </ul>	<p><b>We do not accept</b></p> <ul style="list-style-type: none"> <li>● any form of racism, antisemitism, anti-Muslim racism, xenophobia, misogyny, trans-hostility, queer hostility, ableism, classism, or other discriminatory behavior</li> <li>● harassment, intimidation, or targeted hostility</li> <li>● repeated boundary violations</li> <li>● aggressive or demeaning behavior</li> <li>● dismissing or mocking someone's lived experience</li> <li>● using geopolitical tensions as justification for personal hostility or dehumanization</li> <li>● disruptive behavior that undermines the safety or dignity of others</li> </ul>
<p><b>Awareness support is present during the event. If you experience or witness a harmful situation, you can approach the awareness person or a member of the organizing team → <a href="mailto:awareness@theimpactcompany.de">awareness@theimpactcompany.de</a></b></p>	

*We evaluate the effectiveness of our policy after each event and try to correct any weaknesses. If you have any suggestions, you can contact us at any time – also anonymously via the feedback form that we will send you after the industry meetup, or to the awareness team as an independent body.*