

# Code of Conduct

AFRO-  
PFINGSTEN  
FESTIVAL

## **Code of Conduct**

We all contribute towards creating a respectful and professional environment. This means employees, market vendors, artists, partners, and sponsors as well as visitors!

### **Respect and responsibility**

We maintain a responsible, supportive and respectful interaction with each other - regardless of function, origin, education, religion, world view, physical abilities, gender, sexual orientation or gender identity. We speak up when we see violations to these values. We work together to ensure that all individuals are treated equally.

### **Open and fair communication and conflict culture**

We communicate openly and benevolently with each other. Conflicts are dealt with in a fair, factual and solution-oriented manner. We cultivate a culture of trust and are open to constructive criticism.

### **Integrity and honesty**

We work together constructively, with integrity and honesty. Methods, data, work processes and results are documented.

### **Inappropriate behavior**

We do not tolerate the following behaviors in particular:

#### **Discrimination**

Discrimination against persons because of actual, ascribed or group-specific characteristics such as origin, race, gender, age, language, social status, lifestyle, religious, ideological or political conviction, sexual orientation and gender identity, physical, mental or psychological disability or professional status.

#### **Sexual harassment**

Conduct that impairs the dignity of individuals in the workplace or at the festival. This includes sexist jokes, salacious, humiliating or contemptuous remarks and actions, display and distribution of pornographic material, unwanted physical contact, or taking advantage of a dependent relationship.

#### **Threats and violence**

Activities by which other persons are attacked, threatened, or psychologically or physically harmed. This includes verbal and non-verbal insults, humiliation, insults, threats, social exclusion or the deliberate and persistent pursuit/harassment of a person.