

# WOMEN'S\* EMPOWERMENT CONVENTION

# CODE OF CONDUCT

By purchasing a ticket and entering the venue, you agree to our Code of Conduct. Any violation of this code will be traded and may result in exclusion from the event. In this case, the ticket price will not be refunded.

The Code of Conduct applies to all participants, speakers, sponsors, exhibitors, employees, and everyone involved in the event.

W\*EC stands for open exchange and shared growth. Our goal is to enable equal participation for all people, regardless of gender, religion, worldview, special needs, age or sexual identity. Our encounters should be characterized by constructive dialogue, mutual respect and an appreciative approach to diverse realities of life.

## **WE CREATE A SAFE AND INCLUSIVE ATMOSPHERE AND A SPACE WHERE EVERYONE FEELS SAFE AND WELCOME.**

All people should be able to participate equally in the event program, regardless of physical, sensory or cognitive abilities, language or prior knowledge. Therefore, we place particular emphasis on barrier-free spaces, understandable and discrimination-sensitive language and inclusive design of all content.

This means that information is communicated clearly and comprehensibly. Where necessary, complex concepts are supplemented with explanatory examples or alternative forms of presentation.

Technical terms are contextualized and abbreviations are explained.

## **WE USE INCLUSIVE AND SENSITIVE LANGUAGE.**

We use non-discriminatory, easily understandable, gender-sensitive language and exclude the generic masculine form. To this end, we use gender-neutral terms (e.g., students instead of male students), gender-neutral spellings (participants, participants: participants, participants), or paraphrases (e.g., people in science instead of scientists).

We create sensitivity for different perspectives. Terms that devalue, disparage, or stigmatize certain groups are avoided.

This also includes reflecting on ableism, classism, racism, ageism and other forms of discrimination in language and in the content conveyed.

We respect self-identification. People name themselves. This applies to pronouns as well as to terms that relate to their identity or community.

### **DEALING WITH PERSONAL BOUNDARIES**

Only yes means yes! Actions and conversations only take place with mutual consent. We pay attention to whether the other person clearly signals that they want to talk or interact with us.

### **WE ENCOURAGE ACTIVE PARTICIPATION AND ENGAGEMENT**

We promote active listening and constructive exchange. Every voice counts—even the quiet ones. We support marginalized groups, encourage marginalized voices and promote open, respectful communication even when opinions differ. Personal experiences and opinions are not belittled.

We recognize that we are all different and have individual perspectives. We try to understand other people's points of view and refrain from generalizations and stereotypes ("typical man, typical woman").

### **TAKE CARE OF EACH OTHER!**

If you feel threatened, harassed or uncomfortable, our awareness team is available to assist you at any time.