

Code of Conduct for the Autumn School 2025

At the Center for Transdisciplinary Gender Studies, we aim to create a space that is as safe as possible for all participants and fosters a respectful environment with minimal discrimination. Participation in the Autumn School is contingent upon the willingness to accept and uphold this Code of Conduct.¹ It is the responsibility of all participants to actively implement and adhere to it.

Our principles

1. **Respect, consideration, and solidarity form the basis for all interactions.** Personal boundaries - both your own and those of others - must be respected.
2. **All participants share responsibility for maintaining a respectful environment.** Violations of boundaries must not be ignored or downplayed.
3. **The definition of a violation lies with the affected person.** If someone feels that a boundary has been crossed, this must be respected.
4. **A willingness to reflect and engage in learning processes is part of a discrimination-sensitive attitude.** Criticism and feedback should be accepted and understood as opportunities for growth and development.

Using sensitive language

Language should be inclusive. Therefore, it should be used as precisely, neutrally, and respectfully as possible in order to avoid stereotypical statements and to address people as they themselves wish to be addressed. As a general rule, adjectives and terms with judgmental connotations should be avoided and gender-inclusive language should be used. It is a good idea to write your own pronouns on your name tag and, if necessary, address people neutrally or ask them how they would like to be addressed.

Dealing with discrimination

Our Center does not tolerate any form of abusive or discriminatory behaviour.

No forms of racist, sexist, anti-Muslim, anti-Semitic, transphobic, queerphobic, ableist, classist or other discriminatory behaviour will be accepted.

If such behaviour is observed, it can be reported to our conference office or the organisers.

¹ In drawing up this Code of Conduct, we have been guided by several concepts, including in particular the Code of Conduct for the FG Tagung Membra(l)nes conference in Halle and the concept for events at Harz University of Applied Sciences.

Rights of the organisers

As the organiser of the event, the Center has the right to enforce house rules and to expel individuals from Humboldt-Universität events or premises.

However, we cannot provide professional awareness structures or psychosocial support onsite. We do not consider ourselves experts on discrimination, but we take feedback very seriously and offer confidential treatment. We are available as contact persons and can refer you to departments within the university if necessary.

Critical reflection for participants

All participants can ask themselves the following questions during the event (and beyond!) to become more aware of their own position and to ensure sensitive interactions with other individuals:

- From what position (of power) am I speaking, and what impact does this have on the people I interact with?
- What knowledge do I draw on, and am I willing to allow other perspectives on the topic? What privileges and disadvantages do I bring with me, and what diversity discrepancies does this create with my counterpart?
- How much tolerance for mistakes would I like, and would I also grant this to my counterpart? How can I cope with (excessive) demands of tolerance for mistakes? How do I deal with criticism of my actions or references to discriminatory behaviour?
- How can I myself contribute to and protect a space that is free of discrimination?

Feedback

We welcome feedback from participants of the Autumn School with regard to the organization, code of conduct, or any other matter:



Anonymised feedback



Non-anonymised feedback
via e-mail