

## **Code of Conduct**

Das Progressive Zentrum is committed to creating a space where everyone can feel accepted and respected – regardless of gender identity, skin color, religion, ethnicity or ability. We assume that all participants come to our events with the best intentions and respect the needs of other participants. Therefore, we expect everyone at our events to be considerate and respectful and abide by our house rules.

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The organizers reserve the right to deny access to or exclude from the event persons who have in the past made racist, anti-feminist, homophobic and/or transphobic, nationalist, anti-Semitic, ableist or other inhuman statements, or who belong to radical right-wing parties or organizations and are associated with the far right scene, or who are conspicuous for their massively disruptive and unacceptable behavior. Unacceptable behavior includes abusive, intimidating, harassing, offensive, discriminatory, derogatory or demeaning acts or statements by any participant.

## Consequences of Unacceptable Behavior

Unacceptable behavior by participants, including sponsors and persons with decision-making authority, will not be tolerated.

Should such behavior come to our attention or be brought to our attention, we have the authority to take any action we deem appropriate, up to expulsion from the event without refund or permanent exclusion from all events organized by Das Progressive Zentrum.

## If You Witness or Are Subject to Unacceptable Behavior

If you experience or witness unacceptable behavior – or have any other concerns and would like to be supported – please report it by contacting one of our team members. You can find us at the registration desk or around the venue. We are recognizable by our Team name badges, talk to us anytime – we are here for you.