

Safe from harm at IMWe

Be respectful and considerate of everyone equally

I will treat everyone equally no matter their gender, age, race, ethnicity, culture, religious beliefs, socio-economic background, disabilities, sexual orientation, gender expression or any other basis of discrimination, abstaining from any direct or indirect discrimination as well as any form of harassment.

Respect other people's opinions

I recognise everyone's right to freely express their opinion and acknowledge that I need to respect them even if they differ from my own.

Make IMWe safe for everyone

I will proactively work to create an inclusive and respectful environment that is safe for all at any time, no matter whether during programme points or free time at IMWe. This includes refraining from using harmful, objectifying, or discriminatory language, be it in speech, song lyrics or other performances.

Respect boundaries

I strive to respect other people's boundaries and keep in mind their respective personal experiences and conditions.

Ask for consent

I understand that it is my responsibility to seek and receive positive consent before engaging with a person in any kind of context. This can be hugging, cuddling, kissing, entering a private room, joining a group, talking about sensitive topics, and many other situations. Consent is important for many things in life.

Only yes means yes, no means no and consent cannot be assumed.

Speak up and support each other

I recognise that it is important to report any violation or potential violation of these guidelines I observe at any time during IMWe to the team. It is important to speak up and support each other to make an inclusive and safe space.