

FAIR.STARK.MITEINANDER.

GUIDELINES - OUR RIGHTS AT TOURS AND EVENTS

01 All are welcome!

Everyone is allowed to participate.

For example, regardless of:

- whether I am a member
- what religion I have
- what colour my skin is
- what my gender is
- whether I have special needs
- where I am from

- ...

Not welcome are racist remarks, for all are welcome here.

02 I am taking part voluntarily.

All activities offered by the Deutsche Wanderjugend (DWJ) are voluntary. I can choose what my interests are. I do not have to take part in all activities. For example, when I go to the swimming pool I do not have to go into the water. Together we will find a solution.

03 I take shared responsibility for myself and the group.

Everyone is important and contributes to the success of the group. I take this responsibility seriously. Everyone contributes to the activities of the group according to their capabilities. Developing ideas together is just as important as cleaning or organising things. For example, if for some reason I do not feel like going on a hike, I nevertheless give others the chance to have a great experience.

04 I am fair and respectful to others.

Here, no one is insulted, humiliated, scolded, scratched, spat at, hit, bullied... Even jokes, nicknames and songs can sometimes be hurtful and demeaning. I am mindful of how I conduct myself. For example, I don't take photos of others in attempt to ridicule them.

05 Seeking out help is not tattling.

I seek out help when others or I are being treated unfairly.

06 I am allowed to speak my mind and to have a say.

I have the right to participate in the decision-making processes. I am allowed to:

- bring in my own ideas to the group regarding the programme
- take part in elections of youth representatives (or delegates)
- complain when something is not to my liking
- turn to our trained counsellors, who serve as trusted confidants (Vertrauensperson)

- ...

As much as possible, everyone is allowed to participate in planning and carrying out the events; for example, in establishing common rules, organising group chores, planning programmes or mealtimes.

07 I am allowed to say No.

I am allowed to say no if something makes me uncomfortable or scares me. I respect and support everyone's right to say no. I take a No seriously.

08 Privacy is respected.

I am allowed to take time for myself as long as I have cleared it with a group leader. I am allowed to shower, change and go to the toilet in peace and alone. No one is allowed to use my things or take anything away from me without asking - I also do not do this to others. I take care that the privacy of everyone is respected.

09 No one is allowed to touch me if I don't want to be touched.

If I do not want to be touched, that's okay. I am allowed to say stop. I also do not touch a person who does not want to be touched. I respect and take into account everyone's boundaries, for example when choosing games.

10 Everyone should feel comfortable at overnight accommodations.

Everyone is allowed to have a say in who they stay in a room with: If I don't feel comfortable with the room arrangement, I tell the team members and they find a solution together with me. Team members sleep separately from the participants.

If the physical space does not allow for this arrangement, efforts are made to find a fair and safe solution for everyone. Those who have a non-binary gender expression, i. e. are neither male nor female, are not excluded or separated when assigning rooms.

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ESSENTIAL FOR THE TEAM

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11 Team members are aware of their own role and their responsibility to set an example.

Interaction with participants and other team members is respectful and fair. No one is favoured, excluded or taken advantage of. For example, team members do not give private gifts to individual participants. Team members are aware that they function as role models throughout the events. They demonstrate the values and rights of the group to the participants. They also implement our Code of Conduct.

12 All our events are official and advertised publicly.

All activities are public events. Everyone is allowed to participate. The activities are advertised in advance (programme leaflet or brochure, Information to parents, etc.).

13 Team members, leaders and board representatives must report suspected threats to the well-being of children to our trained counsellors (Vertrauensperson), who serve as trusted confidants.

Suspected threats to children's well-being, such as neglect or violence against children and young people, are reported to the trained FAIR.STARK.MITEINANDER. counsellors (Vertrauensperson). Additional steps to be taken are discussed together. In this way, we fulfil the obligatory legal duty to protect children against danger to their well-being (§8a SGB VIII).

- Stay calm and do not react prematurely
- seek help from a trained FAIR.STARK.MITEINANDER. counsellor (Vertrauensperson)
- Observe and document
- Do not confront the alleged perpetrators
- Be aware of your own limits and possibilities

Of course, all our events are subject to the current laws and regulations. Some local rules and regulations extend beyond the legal requirements, in which case the more comprehensive rules apply. The team members are obliged to familiarise themselves with the legal basis of their work, to comply with it and to actively reinforce its implementation. They are aware of their function as role model at all times.

... we follow these guidelines!



WWW.WANDERJUGEND.DE

WWW.FAIR-STARK-MITEINANDER.DE

Deutsche Wanderjugend
Querallee 41 | 34119 Kassel | Phone +49 561 400498-0 | info@wanderjugend.de

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