

Code of Conduct within the Afro-Pfingsten team

A good atmosphere among all participants of Afro-Pfingsten is crucial for the success of the festival and the well-being of all members, partners and helpers. The following guidelines help to create a positive working environment within the Afro-Pfingsten team.

Guidelines

1. Zero tolerance policy: Any form of bullying, harassment, discrimination, threatening behaviour or violence will not be tolerated.
2. Mutual respect: Respectful and appropriate treatment of each other is fundamental for working together. Everyone must fully respect the personal rights of all persons.
3. Cooperation and cohesion: Each member consciously contributes to creating a positive working environment and looking out for each other.
4. Open communication: Each team member can speak freely and listen to and respect the opinions and suggestions of others.
5. Ownership: Clear allocation of tasks helps to avoid misunderstandings and conflicts. Each team member knows what their tasks and responsibilities are and carries them out dutifully. Difficulties with one's own tasks are communicated at an early stage.
6. Constructive feedback: Feedback is crucial for personal and professional success and helps to avoid misunderstandings and conflicts. Team members are able to give and receive feedback in a sincere and respectful manner.
7. Freedom from prejudice: Diversity should be encouraged and valued in the team. Each member should respect and value the differences and similarities as well as the skills, opinions and ideas of others.
8. Inclusion: Every member of the team should feel included and have equal opportunities.
9. Conflict resolution: Conflicts should be resolved in a constructive way. In case of conflict, all persons involved shall actively and openly seek to find a solution.