

## Charta of Respect: Together at wannseeFORUM

*The work of the wannseeFORUM Foundation is committed to democratic values, in particular the inviolability of human dignity and human rights, as enshrined in the Basic Law („Grundgesetz“) of the Federal Republic of Germany and the Universal Declaration of Human Rights of the United Nations.*

*Mutual respect is our guiding principle, both in our educational work with children and youngsters and in our everyday dealings with all employees and guests. The following Charter of Respect serves as a basic consensus and orientation.*

### **RESPECT means:**

#### **Respecting diversity and equality**

- All people are different - All people are equal.

#### **Dealing with each other in an appreciative, attentive and supportive manner**

- Recognizing the value of each person and dealing with others as one wishes for oneself.
- Showing solidarity with those who need support.

#### **Respecting self-determination**

- Recognizing the right of every human being to determine for him- or herself who he\*she is and what he\*she wants to perceive him-/herself as.
- Accepting personal boundaries, for example in relation to sensitive issues or physical closeness: No means no.

#### **Taking responsibility for one's own actions**

- It does matter how we behave towards others and how we express ourselves. Even words can hurt, even if it was "not meant that way".
- An honest apology is a welcome gesture.

#### **Learning from each other**

- Perceiving and questioning one's own perspectives and "blind spots": Nobody knows everything, because certain experiences are missing.
- Being open towards other points of view and accepting respectfully expressed criticism.
- In accordance with freedom of opinion, discussions and different views are welcome - as long as they are within the framework of the human rights enshrined in the Basic Law („Grundgesetz“).

#### **Racism and discrimination are not tolerated**

- The devaluation/harassment of people on the basis of origin, gender, faith, sexual orientation, body etc. is not tolerated in the wannseeFORUM.
- We are dedicated to opposing group-related misanthropy due to real or perceived membership of a group or social category.

#### **Resolving conflicts in an appreciative way**


- In conflicts, all those involved should be able to save face and not be harmed. Feelings also deserve respect.
- Dealing with mistakes in such a way that one can learn from them together.

#### **Tolerating ambiguities**

- Acknowledging that conflicts and ambiguities cannot always be resolved.
- Dealing with this challenge is part of the democratic educational work at wannseeFORUM.

### **Questions, suggestions, need for discussion? Feel free to contact us!**

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