

Guidelines / Procedure in case of assault

auawirleben Theatre Festival Bern

The activities of auawirleben Theatre Festival Bern are based on the manifesto «Art is no excuse». With this manifesto we want to take more responsibility for a mindful and careful treatment of each other and the environment. The manifesto was created on the premise that all those involved should shape the festival together and that everyone's needs should be respected.

In all phases of collaboration, permanent employees, artists, crew members, freelancers, volunteers and temporary employees act as equals and treat each other respectfully and amicably. Needs may and should be expressed at any time and will be heard. We do not accept violence, sexual assault, abuse of power or discriminatory behaviour.

If you experience an assault or violation of the manifesto (verbally or physically):

If possible, we recommend that those affected first address the incident directly with the person(s) involved and demand that they cease the unacceptable behaviour. This contributes to an honest and open community and is often the quickest way to a solution.

If this direct approach is not an option for you, contact a person from the aua team with whom you have a trusting relationship.

The person you have turned to can now suggest further steps. However, they will only implement steps that you agree with. For example, they may suggest that the two of you discuss the incident together with the person involved or that the two of you contact the festival director or the association board together. If these steps are not sufficient, you can also jointly contact the appropriate information and consultation centre (see below).

Important at all times: Even if such measures should be necessary, mutual respect is central. The person who has been assaulted will never be pressured into telling what happened. All these steps are only taken in consultation with the person concerned.

GRA Stiftung gegen Rassismus und Antisemitismus 058 666 89 66 / info@gra.ch
Gggfon Gemeinsam gegen Gewalt und Rassismus 031 333 33 40 / melde@gggfon.ch
Beratungsstelle Opferhilfe Bern 031 370 30 70 / beratungsstelle@opferhilfe-bern.ch
LANTANA Fachstelle Opferhilfe bei sexueller Gewalt 031 313 14 00 / info@lantana-bern.ch
Fachstelle Mobbing & Belästigung Bern 031 381 49 50 / info@fachstelle-mobbing.ch
Transgender Network Switzerland 0800 133 133 / myshelle.baeriswyl@checkpoint-be.ch
Pro Juventute Tel. 147 / **Polizei** 117 / **Dargebotene Hand** 143