

# Awareness Parties English Version

## Awareness Concept for Student Parties

### 1. Objectives and Core Principles

- **Goals:**

The primary goal of this awareness concept is to foster a safe, respectful, and inclusive party environment for all attendees. This includes the prevention of and effective response to discriminatory, harassing, or boundary-violating behavior. Everyone should feel as safe, comfortable, and respected as possible.

- **Scope:**

This concept builds upon existing awareness structures within student organizations, specifically tailored to party situations. It is designed to complement and enhance the existing measures of student groups and the AstA in the areas of awareness, support, and event sensitivity.

### 2. Structural Framework

- **On-Site Awareness Team:**

- **Composition:** The team consists of volunteer students who are comprehensively trained on relevant topics prior to the event. They serve as contact persons for anyone at the party seeking support.
- **Identifiability:** Team members wear easily recognizable armbands, vests, or buttons to ensure they are quickly identifiable by all attendees.
- **Responsibilities:** The Awareness Team's duties include active de-escalation during the event, anonymous documentation of incidents, and providing first-line support for those seeking help.

- **Optional but Highly Useful: Awareness Coordinators:**

- **Liaison between Student Groups and Awareness Team:** Coordinators act as a bridge between party organizers and the Awareness Team. They are responsible for logistical planning and communication before, during, and after the event.
- **Organization and Escalation Responsibility:** Coordinators handle shift schedules, organize training sessions or awareness introductions, and serve as central points of contact for escalated incidents when needed.

### 3. Training and Preparation

- **Training Content:**

- **Awareness of Discrimination and Boundary Violations:** The training raises awareness of various forms of discrimination, power dynamics, and (sexual) harassment.
- **Practical De-Escalation Techniques:** The team is trained in conflict resolution and de-escalation techniques to respond effectively and empathetically in challenging situations.

- **Regular Workshops:**

A brief refresher course is conducted before each event, during which the Awareness Team is informed about the specific goals and challenges of the upcoming party. This ensures the team is well-prepared for the event.

- **Informational Materials:**

Brochures and posters are provided for the Awareness Team, party guests, and event staff. These include important behavioral guidelines and details about support services available during the party. (→ Templates for such posters and general awareness brochures are available on the AStA website.) It may also be helpful to make the specific awareness concept for the event accessible or inform all attendees about it.

### 4. Preventive Measures

- **Pre-Event Communication:**

- **Awareness Principles in Event Descriptions and Social Media Posts:** Messages promoting respect and inclusion are communicated in all event

descriptions, on social media, and through posters. Clear statements like "No Room for Discrimination" aim to raise awareness among attendees and set clear expectations.

- **Direct Communication of Rules:** Rules against discrimination, harassment (including sexual harassment), and violent or aggressive behavior are communicated both before the event via social media and on-site.
- **Low-Barrier Support Services:**
  - **Awareness Booth:** A central Awareness Booth is set up during the event where attendees can seek help, receive information, or report incidents. The booth is highly visible and staffed by the Awareness Team.
  - **Anonymous Feedback Options:** QR codes or digital forms allow attendees to provide anonymous feedback about incidents or general concerns. This offers a low-threshold way to seek contact without direct confrontation.
- **Ideal: Code of Conduct:**
  - **Display and Digital Distribution:** The Code of Conduct, which clearly outlines behavioral expectations for all attendees, is displayed on posters at the event and shared via event and social media channels. This creates transparency and reinforces the expectation of respectful behavior.

## 5. Measures During the Party

- **Awareness Presence:**
  - **Regular Patrols:** The Awareness Team conducts regular patrols throughout the event to ensure a constant presence and identify potential conflicts or issues early. This strengthens attendees' sense of security and reassures them that support is always available.
  - **Approachability with Low Barriers:** Team members are always approachable, both in formal situations and casual interactions, to ensure guests feel comfortable reaching out for help.
- **Safer Spaces:**
  - **Retreat/Awareness Room:** A Safe Space is provided away from the main event area where attendees can retreat if they feel uncomfortable. They

can talk privately or simply take a break in this calm environment. The Awareness Team manages this space and offers assistance as needed.

- **Alcohol Policy:**

- **Controlled Alcohol Distribution:** Alcohol is served in controlled quantities, and efforts are made to prevent excessive intoxication.
- **Ideal: Education on Responsible Drinking:** Posters and conversations raise awareness about responsible alcohol consumption, helping to minimize risky situations.

## 6. Handling Incidents

Addressing incidents at parties, especially those involving discrimination, harassment, or boundary violations, is a core aspect of an effective awareness concept. The key principles in this process are **solidarity with those affected**, **partiality**, **empowerment**, and **maintaining agency**.

## Support and Referral

The support process aims to empower the affected person to make informed and autonomous decisions about how the incident should be handled. Strengthening their ability to act by providing clear and realistic options is essential.

- **Empowering Through Information:**

The Awareness Team provides the affected person with transparent information about their options. Do they wish to report the incident? Seek support from an external organization? Stay in a safer retreat area? By ensuring that the affected person has all necessary information and reinforcing their control over the next steps, their sense of agency is enhanced.

- **Solidarity and Support:**

The Awareness Team consciously takes the side of the affected person, offering active support. In cases of discrimination or violence, neutrality is not an option—the team stands firmly by the affected individual to empower them rather than patronize them. This approach helps the affected person retain their sense of agency and avoids leaving them isolated in dealing with the situation.

## Follow-Up and Aftercare

It is critical that, after an incident, the affected person does not feel restricted in their ability to act. They should have the opportunity to provide feedback and shape the process according to their needs.

- **Feedback and Reflection:**

After an incident, the affected person is asked how they experienced the support provided and whether they felt included in the process. Their feedback helps refine the concept, ensuring that they remain empowered and actively involved in improving the approach to similar situations.

- **Agency in Aftercare:**

Following an incident, the affected person is not just passively cared for; they can make active decisions about how the situation is handled. They have the right to withdraw from the process at any time and are not pressured into taking further steps unless they choose to. This strengthens their agency by allowing them to determine their path.

## Measures for Escalated Incidents

In cases of severe incidents, such as physical assaults or sexual harassment, swift and effective action is crucial. Even in such situations, the priority remains supporting the affected person's agency.

- **Escalation and External Support:**

If an incident escalates, the affected person is informed of their options and involved in decision-making. For example, should the perpetrator be removed from the event? The team ensures the affected person's voice is central to the resolution.

- **Long-Term Support and Empowerment:**

For serious incidents, it is essential to provide the affected person with long-term support. The Awareness Team ensures they have access to all necessary resources, even if the team's direct involvement ends after the event.

- **Documentation:**

- **Ideal: Incident Reports:** All incidents are documented anonymously to allow for follow-up and analysis.
- **Confidentiality:** Personal data and information are treated confidentially and are only shared with the explicit consent of the affected person.

## 7. Post-Event Follow-Up

- **Reflection:**
  - **Debriefing:** A post-event reflection session is held with the Awareness Team and organizers. This includes reviewing incidents, analyzing the team's response, and identifying areas for improvement.
  - **Incident Evaluation:** All incidents and guest feedback are collected and analyzed to identify their causes and potential solutions.
- **Continuous Improvement:**
  - **Concept Adaptation:** Based on experiences, the awareness concept is continuously updated to ensure its effectiveness and relevance to current needs.
  - **Networking with Other Student Groups:** Collaboration with other student groups and initiatives helps share best practices and further develop the concept.

## 8. Resources and Support

- **Financial Support:**
  - **Funding:** By applying for financial support (e.g., through AStA for awareness-related honorariums), the necessary resources for training, materials, and logistics can be secured.
- **Collaborations:**
  - **Partnerships with Support Organizations:** Collaborating with local anti-discrimination offices, LGBTQIA+ organizations, or FLINTA\* support services provides additional expertise and resources for team training and incident management. These organizations often offer a wealth of informational materials tailored to their focus areas.

## 9. Public Relations

- **Raising Awareness:**

- **Social Media:** Regular posts on social media about respect, inclusion, and discrimination prevention help convey the event's values in advance and build trust in the Awareness Team.

- **Promoting Support Services:**

- **Links to Support Organizations:** Social media channels and event materials prominently feature links to local support organizations and services, providing guests with easy access to professional help both during and after the event.