

ZK/U POLICY OF RESPECT

ZK/U hosts a transnational artist residency and is a diverse platform for urban experimentation based in Berlin. ZK/U invites artists, researchers, activists, curators, scholars, cultural workers, and practitioners of all kinds with a wide range of interests, languages, biographies, beliefs, social backgrounds, and cultural knowledge to come together in creative networks and transdisciplinary exchanges. Good relations at ZK/U depend on solidarity, mutual respect and trust. ZK/U sees itself as a place where residents, employees, partners, collaborators, and visitors can meet and work together to realize the common creative aims.

ZK/U commits itself to actively confronting and countering all forms of discrimination, in an ongoing process of learning/ unlearning. **ZK/U does not tolerate any form of discrimination, racism, sexism, homophobia, anti-Semitism, anti-Romanyism, transphobia, Islamophobia, xenophobia, classism, ableism, ageism nor any other expression of hate, harassment, threats, or violence.**

ZK/U works constantly to create an inclusive space, in which everyone can feel confident that they will not be exposed to discrimination, sexual harassment, or abuses of power. ZK/U also acknowledges that temporary safer spaces for refuge and recovery may be required following incidents of discrimination, sexual harassment, or abuse of power.

To realize this undertaking ZK/U is currently forming an Awareness Team: staff members who can serve as a trustworthy contact person for any individual who experiences or witnesses discrimination, harassment, or abuse. Until the Awareness Team has completed its professional training, please inform one of the following ZK/U team members of any discriminatory or abusive incident you witness or experience: **Nadia Kabalan** (res-coordination@zku-berlin.org) and **Anita Rind** (res-admin@zku-berlin.org).

Confidentiality is assured. You can also report cases anonymously or explain your needs in this form: www.zku-berlin.org/report-discrimination/

The team will take immediate action when any form of discrimination is witnessed or experienced, and will do its best to help meet the needs of the affected person(s), also, if necessary, by recommending further effective options (consultancy, legal support, therapeutic support, etc.) or by organizing professional conflict mediation.

The basis for the team's actions is the AGG (Allgemeines Gleichstellungsgesetz = Guide to the General Equal Treatment Act, see below).

If it is determined that a violation of the ZK/U POLICY OF RESPECT has occurred, effective remedial action will be taken. Such action may include, but is not restricted to, the following: informal warning, formal warning, official report of the incident to the relevant authorities, and/or (if applicable), termination of residents' lease contract, or prosecution under German law.

Furthermore, ZK/U undertakes to continually reflect on how systemic injustice and institutional discrimination affects its own internal structures and agendas, and to work to reduce these by measures such as: encouraging self-reflection; fostering collective action against structural discrimination (e.g. through ZK/U programs); encouraging interpersonal exchange among employees (and among visitors and residency fellows) to heighten awareness of discrimination, privilege, effective action, and/or, as required, professional training of employees in this regard; critical reviews of ZK/U's internal organization and development; ongoing learning and unlearning.

ZK/U considers such efforts fundamental to the joint creation of shared spaces of encounter, free from discrimination for all.

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THANK YOU

for taking the time to read our policy and to **committing yourself to complying** with its content.

We acknowledge the diverse knowledge, experiences, and aspirations of everyone at ZK/U and therefore invite you to become part of the process.

Please let us know via **residency@zku-berlin.org** if you have further ideas or feedback on ZK/U's Policy of Respect, as we see it as part of our collective learning/ unlearning process.

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March 2021