

## Awareness concept

### Introduction

The Werkk team sets a high value on making everyone feel safe here. You, as a visitor, collaborator or organizer, activist or tenant, are important to us and it should be comfortable for all of us here, so you are also responsible for this with your demeanour.

We take care of everyone and create positive experiences and memories together. Everyone is welcome at Werkk if they obey our values as defined here, as well as our house rules. This concept serves as a binding guide to our behaviour at Werkk. The document will constantly evolve and improve and will always be up to date with our lived values.

### What does awareness mean for us?

Awareness means being attentive and aware. We are careful and, through our behaviour, want to contribute to prevent difficult situations from occurring in the first place. In case they still do, we want to have the knowledge to be able to react to them appropriately.

Awareness is a (learning) process and mistakes can happen in the process; you don't need to be able to do everything perfect from the beginning. The most important thing is that we learn from our mistakes. We raise each other's awareness and support ourselves in this process.

We strive to create a space at Werkk where everyone feels comfortable, supports each other, and looks out for one-another. We do not provide a space for assaultive or discriminatory behaviour and respond when something happens to ourselves, we notice an incident, or an incident is brought to our attention.

### Our attitude

We want you to feel safe with us, so the following rules apply at Werkk:

- Everyone is welcome - As long as you stick to the house rules.
- Only a Yes is a Yes. Everything else is a No.
- We do not question your feelings and support you in a difficult situation.
- We do not tolerate violence or assault (mental, verbal, physical) and discrimination in any way.
- The well-being and safety of all people at Werkk, be they visitors, staff, acts or organizers, is our priority.
- We are attentive, ask questions, will listen, will help and will be there for you.

**How can you actively help to make the Werkk safe?**

Be aware that you are actively contributing to the atmosphere at Werkk.

Be attentive and caring for your fellow human beings.

Consume responsibly and only in such a way that you can maintain and respect your own and others limits.

At what point a boundary is crossed is up to each person to decide for themselves. Respect this decision.

Contact us if you observe or experience something that you feel is not appropriate.

**What is something that you should/could report?**

You decide what violates your boundaries. You set it and it doesn't have to be put in any context or deemed right by your opponent. If something is not ok for you, it is not ok for you and that is ok. You are not alone and we want you to go home from Werkk with a good feeling at the end of your evening.

**Who should I contact?**

The Werkk team is there for you. Report to the bar team, the cloakroom staff, the cashier or the security. They will take you to a quiet place where you have a chance to take a breath and in the meantime, they will get you in touch with the person responsible for the evening. Alternatively, you can also contact the evening manager directly via WhatsApp or by phone at 0041 79 515 83 93.

**What we will do to support you**

The Werkk evening manager will then talk with you about the situation and show what your options are. If you can't/won't decide, leave it up to the person in charge. They will be there for you, take on the responsibility and will have your back. You will not be put in a situation you do not wish to be in and can leave everything further up to us.

**The moment was not right for you to report things?**

That can and may also happen! We will support you in taking courage and standing up for your own well-being and that of the others, but if the timing was not right for you, just contact us afterwards. At [awareness@werkk-baden.ch](mailto:awareness@werkk-baden.ch) you will find an open ear even outside our opening hours. With every input you will contribute to make our Werkk a place that is and will remain safer.

## House rules

### Awareness

Be nice to your surroundings. Treat others as you wish to be treated. The awareness concept is part of our house rules.

### Entry

Bring an official ID card along for the age check. Generally, you are allowed to enter Werkk from age 16. It is prohibited to bring pets to events at Werkk.

### Consumption

Consume responsibly but especially do not take drugs. Do not bring beverages from the outside and do not pass on any to others. Smoking and vaping is permitted in outside areas only.

### Vandalism

Take care of our facility.

### Comply

Follow the instructions of our staff. We operate thoughtfully, justifiably and in your own best interest.

*Not following our house rules can lead to a report and / or house ban in the worst case.*