

# Code of Conduct

## Carl-Sonnenschein-Haus Tübingen

The Carl-Sonnenschein-Haus aims to be a 'safer space' for students and all its employees. By this we mean a living space in which everyone feels accepted and safe, in which their personality, abilities, talents and personal faith can develop. Our coexistence is incompatible with any form of physical, verbal, psychological, spiritual and sexualised violence and discrimination. Any behaviour that violates or disrupts respect for other people and their own development is contrary to our principles

### **What the house management is committed to:**

Through its institutional protection concept, the management of Carl-Sonnenschein-Haus creates the necessary conditions within which an individual attitude of mindfulness can grow. It ensures that all employees, including the external property management, have the necessary skills to protect the residents and that they themselves exemplify a corresponding attitude of mindfulness. It appoints internal and external contact persons for its residents and employees who can be contacted in the event of a complaint or suspicion. Above all, however, it takes every suspicion seriously and initiates disciplinary and/or criminal proceedings if necessary.

# Code of Conduct CSH

## What I commit to:

With my signature, I commit myself, just like all other residents, to respectful and boundary-respecting behaviour within the Carl-Sonnenschein-Haus. I am also responsible for ensuring that any form of discrimination, boundary violations and violence have no place here. I fulfil this responsibility by observing the following rules of conduct:

## Treating one another with respect

I do not use physical, verbal, psychological, spiritual or sexualised violence against others.

I actively protect others, especially vulnerable adults and minors, from physical and psychological harm, discrimination, boundary violations and violence.

My behaviour is characterised by appreciation. I do not value anyone less because of their origin, language, gender or sexual orientation, appearance, financial situation or personal beliefs. I respect the rights and dignity of others.

I know that language can be hurtful and I use non-violent language. Discriminatory statements and derogatory terms have no place in my communication.

An attentive culture of discussion is the basis of our dialogue. I make sure to give everyone space so that other points of view can be represented without judgement. I do not pressure anyone to express themselves. I am prepared to give and receive constructive feedback.

## Paying attention to each other & maintain boundaries

I deal carefully and responsibly with closeness and distance, power and dependencies. I respect personal boundaries and the boundaries of privacy, especially in a 1:1 situation, in common rooms and sanitary facilities, but also in sensitive conversations. I also learn to recognise my own boundaries and to communicate them.

I am mindful and respectful when touching physically. Physical contact requires the free and declared consent of the other person, which may also be given through body language. Unwanted touching is not permitted.

If I take on a task in the house, I am aware of the special position of trust and authority given by this task towards other people, guests and applicants at Carl-Sonnenschein-Haus and act comprehensibly and honestly. I organise relationships transparently and do not exploit any dependencies.

I also respect personal rights and dignity when dealing with images and media and when using the internet. When publishing image and sound material or texts, I observe the general right of personality, in particular the right to one's own image. I am aware that filming and photography in sanitary facilities is prohibited.

## **Standing up for each other**

I am alert to recognise any form of discrimination, boundary violations and violence. I listen when others try to make me understand that discrimination and/or violence has been/is being inflicted on them by other people.

I take an active stand against any discriminatory, violent and sexualised behaviour, whether in word or deed, by naming such behaviour and thus setting a limit.

If I become aware of discrimination, border violations and/or violence, I know who to contact at Carl-Sonnenschein-Haus and that I can seek advice and get help to clarify and support me if necessary.

If there is any suspicion of (sexualised) violence on the part of employees or duty bearers of Carl-Sonnenschein-Haus, I will contact the named contact persons and/or the Diocesan Commission on Sexual Abuse. I am aware that any form of sexualised violence against those under my protection has disciplinary, labour law and, if applicable, criminal law consequences.

I inform myself about forms of discrimination and violence. If possible or as part of my duties, I take part in training programmes on this topic. I am also aware of counselling and support services within and outside of church structures.

---

First name and surname (in block letters)

---

Place, Date

Signature

# Contact persons

## in the house (awareness persons)

You can find an overview of the current awareness people at

[www.khg-tuebingen.de/schutzkonzept](http://www.khg-tuebingen.de/schutzkonzept)

## Pedagogical house management

### Marion Reinhardt

Mail: [marion.reinhardt@drs.de](mailto:marion.reinhardt@drs.de)

Tel.: 0159 01636095

## Commission on sexual abuse

Particularly in the case of a complaint against full-time employees, those affected can turn to the Sexual Abuse Commission of the Diocese of Rottenburg-Stuttgart. The commission can be informed by any person at any time, even without following the official channels.

<https://praevention-missbrauch.drs.de/>

### Mrs Elke Börnard

Counsellor at a counselling centre against sexualised violence

E-Mail: [elke.boernard@ksm.drs.de](mailto:elke.boernard@ksm.drs.de)

Tel: 0170/ 7881935

### Mrs Theresa Ehrenfried

Counsellor at a counselling centre against sexualised violence

E-Mail: [theresa.ehrenfried@ksm.drs.de](mailto:theresa.ehrenfried@ksm.drs.de)

Tel: 0151 / 52 50 27 50

### Herr Daniel Noa

Lawyer

E-Mail: [daniel.noa@ksm.drs.de](mailto:daniel.noa@ksm.drs.de)

Tel: 0177 / 2 35 52 00

## Anlaufstelle Sexualisierte Gewalt für Frauen\*

Frauen helfen Frauen e.V. (Women helping women e.V)

Weberstr. 8, 72070 Tübingen (im Frauen\*ProjekteZentrum)

Tel. (07071) 79 111 00

E-Mail: [fhfagit.tue@t-online.de](mailto:fhfagit.tue@t-online.de)

## Pfunzkerle e.V.

Specialist centre for boys' and men's work in Tübingen

Unter dem Holz 3, 72072 Tübingen

Tel.: 07071.360989

E-Mail: [info@pfunzkerle.org](mailto:info@pfunzkerle.org)

## adis e.V. – Anti-discrimination - empowerment - practice development

Counselling centre: Aixerstr. 12, 72072 Tübingen

E-Mail: [beratung@adis-ev.de](mailto:beratung@adis-ev.de)

Telefon: 07071 143104 10