



Guide for jnpeople



On behalf of the awareness team and the jnp team: We are looking forward to a great project with you and want everyone to feel comfortable! The concept of awareness helps us to do this: we want to create awareness for a respectful coexistence. Therefore, we ask you to read through the following points and take them to heart for the duration of our project.

jnOrchestra



The Junge Norddeutsche Philharmonie sees itself as a group that is open and allows

diversity. Respectful, considerate, friendly and appreciative interaction is important to us on our projects. We are aware of the hierarchical relationships within a project and orchestra structure, but we want to avoid that these affect our social interaction and our way of communicating. The uniqueness of all participants is what makes our

projects so diverse and everyone should be given the space to develop. Gender, ethnic and social origin, religion, sexual orientation, ideology, physical or psychological limitations are not reasons to treat other participants unfairly.

Our goal is to make music together and to support each other and not to judge each other. To achieve this, it is important to treat each other with respect and appreciation so that everyone can develop their musical abilities.

jnbreak

The jnp is characterized by a great community. A pleasant, open and discrimination-free environment is important to us, even outside of rehearsals. We try to integrate new jnpler:ins into existing groups and not to exclude anyone. We therefore want to strive for equal treatment and refrain from rash evaluations.

jnhelping

The jnp is a self-organized orchestra in which everyone pitches in. We do our bit for this independently, go about our duties, lend a hand where it's needed and support each other with jnlove when necessary.

jnParty

We want everyone to have a good time at our projects, both rehearsing and partying. However, the understanding of "a good time" should not interfere with others having just that.

The consumption of alcohol and other intoxicants is always a personal choice. We refrain from commenting on the use or non-use of alcohol and other



intoxicants and do not urge anyone to participate. We make sure to keep our own limits and only party as much as we can.

jnCommunication

Not everyone has the same way of expressing themselves, or German as their mother tongue. We therefore strive for a language that everyone can follow. Announcements are made clearly, concisely, and as simply as possible. If there are language barriers, we translate for each other and are patient with those around us. In groups, we strive to use a language that everyone can understand. We also strive to use gender-appropriate language that is inclusive of all. For this we ask our fellow players for their pronouns if necessary. In addition, it is important to us that discriminatory statements have no place on this project, including words that are mistakenly used as swear words. Try to

formulate criticism or wishes respectfully and appreciatively: we are all learning, be kind to each other.

jnCuddling

We may be a cuddle orchestra, but everyone perceives physical contact differently. Always ask for consent, no matter how trivial the situation seems. No means no, no yes is also no and a yes is only valid for the respective situation! Respect the personal space of everyone present - not everyone likes to sit close together or wants to smell your morning breath at breakfast.

jnAwarenessteam

And no matter how great it always is and how dear we are to each other, sometimes you still need someone to listen, help and be there to keep us as great as we are.

During the project, the Awareness Team is available around the clock as a contact person. The awareness team offers you not only a sympathetic ear, but also a place to take a break, rest or simply the support you need at the moment. Respect the team and help them do their job. If the awareness team asks you to change your behavior or leave a situation, respect them and follow them. This is the only way they can do their job and guarantee that everyone feels comfortable. It is not about limiting fun!

jnAwareness-Oasis



As it is always quite busy on the projects, we will provide you with a quiet oasis. This room is meant to be a place of retreat.

There will be no smooching, no intoxication, and no partying! The room is accessible at any time and should give people the opportunity to withdraw. Respect this! All items in the Awareness Room are to be treated with care and are not to be taken.

jnReflection

For a good project climate, it is important that we all not only take these points to heart, but also reflect on our own behavior during the project - especially individually, but also together as a group. For this purpose, the awareness team will support you on the respective projects.

This document is a work-in-progress, new suggestions and criticism are always welcome.

Thanks for everything! Lots of jnLooove

Consulting options:

Phone pastoral care	0800 111 0 111 / 0800 111 0 222
Nightlines (for students)	www.nightlines.eu
Sexual abuse help portal	0800 22 55 530
Help hotline - violence against women	08000 116 016
Assault telephone from Maneo - The gay anti-violence project in Berlin	030 216 33 36 (daily 17-19 o'clock)
Federal Anti-Discrimination Agency	03018 555 1855



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