

# Prevention concept

Dealing with sexualized violence and boundary violations in the context of the Youth Climate Conference from August 22-26, 2023 at the Ozeaneum Stralsund and Hostel Stralsund.



## Preamble

The basis is the prevention concept of [„Hauptbereich Generationen und Geschlechter der Nordkirche“](#). We promote a culture of mutual respect as well as open and sensitive discussion of the topic of border violations and sexualized violence. We have a duty to protect the people entrusted to us, both participants and employees, through preventive measures. The prevention concept includes institutional, structural and pedagogical measures to ensure professional handling of indications, suspicions, observations and incidents of misconduct that violates boundaries, including cases of sexualized violence. In addition to a plan of action, this includes a declaration of commitment, a joint code of conduct on respecting boundaries, training measures for employees, information events and opportunities for participation for participants and guardians, and the appointment of competent contact persons.

## Self-commitment

This voluntary commitment serves to protect children, young people and adults from sexualized violence. They apply as rules of conduct for all full-time and voluntary employees at the Youth Climate Conference.

### 1. Dealing with each other

- a) I treat everyone - especially the children and young people entrusted to me, the adults and the staff - with respect.
- b) I respect their personal boundaries and contribute to a responsible approach to closeness and distance.
- c) I question situations in which I have the feeling that boundaries are being violated.
- d) I address them in our staff team or with a leader and do not minimize or exaggerate them.

### 2. Roles and power

- a) I am aware that as an employee of the „Nordkirche“ (North Church) I am a responsible person of trust.
- b) I do not exploit my role to satisfy my own needs.
- c) I am aware that my role always gives me power. I exercise this power responsibly and respectfully. In particular by enabling participation and involvement as an essential goal of my work.

### 3. Promotion and accompaniment

- a) I support children, adolescents and young adults in their personal development, promote their self-confidence in all areas and make them strong for personal decisions.
- b) I accompany adolescents and adults with the aim of strengthening their autonomy and self-efficacy.
- c) I accompany individuals in professional settings that are reflective and transparent to other staff members.
- d) I encourage everyone to turn to people (professionals and volunteers) whom they trust when they feel distressed.

### 4. Language and protection

- a) I refrain from derogatory or exclusionary behavior and language.
- b) I protect children and adolescents, as well as vulnerable people in my field of activity from physical, mental and sexual violence.
- c) I look out for signs of neglect and violence in children and adolescents.

### 5. Laws and emergency plans

- a) I know and observe the (church) legal regulations for the protection of children and young people.
- b) I am aware that any sexual act with people for whom I have responsibility within the framework of my church mission is an inappropriate act up to and including a punishable act with corresponding legal consequences.
- c) If I have an indication/reasonable suspicion of inappropriate behavior and/or a sexual assault of a ward, I will act in accordance with the action plan. This includes a duty to report in accordance with the law and the legal ordinance (Church Act on Prevention and Intervention against Sexualized Violence in the Evangelical Lutheran Church in Northern Germany and its Diakonie (Prevention Act - PräVG)).

- d) In this context, the protection and appreciation of the persons entrusting themselves or affected shall be paramount.

### Brief description Youth Climate Conference

- Youth Climate Conference from August 22-26 at the Ozeaneum Stralsund as conference venue.
- Approx. 120 participants in total, 15 years and older (including leadership group and team) - registered via group registrations and individual registrations with the organizer.
- Total team of about 20 volunteers and full-time staff: Young North Church (organizer), Evangelical Youth Mecklenburg (EJM), Evangelical Youth Pomerania (EJP), Bread for the World Schleswig-Holstein, climate team members of the Young North Church and a group of volunteers.
- Program: lectures, workshops, excursions, evening program, devotions and church service.
- Some of the participants will already start with a sailing trip on August 15 and 16 on 3 ships from Rostock and Wismar.
- Accommodation in the hostel Stralsund, Reiferbahn 11, 18439 Stralsund, on the 3 ships for the sailing trip participants and if necessary in the Evangelisch-Freikirchlichen Gemeinde Stralsund und Grimmen (EFG), Fährstraße 11, 18439 Stralsund.

### Plan of action

**Are there contact persons to whom children, adolescents and adults, but also employees, can turn with a suspicion or a tip in the case of sexualized violence or violation of boundaries?**

- Implementation of communication:
  - ➔ Teamer and volunteers -> steering group -> leadership conference
  - ➔ Participant -> team members and volunteers -> volunteers leadership -> leadership conference

**Are there any contacts with specialized counseling centers outside the church?**

- Professional working relationships exist, but there are no contractually regulated relationships with Young North Church.
- ➔ M.I.S.S. specialized counseling center against sexualized violence | Stralsund, Ribnitz-Damgarten and Bergen | Tel.: 03831 - 667 93 63 | E-Mail: [kontakt@miss-beratungsstelle.de](mailto:kontakt@miss-beratungsstelle.de)

**What special features of the facility do we want to pay attention together? What questions do we need to ask ourselves to minimize the risks for different hazards?**

(See 1. through 5. with sub-questions and explanations for each).

#### 1. people:

- Who is involved in the youth climate conference and in what responsibility?
- What are the contractual relationships?
- What are the supervisory responsibilities?

### >> 1.1 People work full-time and on a voluntary basis on behalf of the organizer

Employment contracts exist (short-term employment, voluntary services, permanent employment). Clients are: Young North Church-> Employer of „Hauptbereich Generationen und Geschlechter“, represented by Mrs. Eva Rincke.

Among these principals are persons with different roles related to the project:

- ➔ main management and steering group - ultimately fully responsible for all decisions around the conference - the staff of Young North Church are of course bound by instructions.
  - Leadership conference: Christoph Bauch, Jana Preuß, Jesse Boie
  - Steering group: Young North Church - Christoph Bauch, Jana Preuß, Jesse Boie, Julia Hillmann | „Evangelisches Jugendwerk Mecklenburg (EJM)“ - Hanna Wichmann, Johannes Beykirch, Janne-Marije Bork, Henning Maron | „Evangelisches Jugendwerk Pommern (EJP)“ - Tabea Bartels, Fine Marie Hampel
  - Further team: Climate-teamer (are employed by Young North Church contracts) and volunteers
- ➔ It is assumed that a certificate of good conduct has been obtained via the existing employment contracts.
  - ➔ Awareness about declaration of commitment or code of conduct in relation to the conference.
  - ➔ Special training on topics of sexual violence, sexual assault/borderline violations, handling of reports/pastoral care, danger prevention.
  - ➔ There is a list of names and dates on all responsible actors at the Conference.

### >> 1.2 People working as service providers on behalf of the organizer

(e.g. catering staff)

- ➔ Service contracts exist. The client is usually Young North Church.
- ➔ There are no agreements on dealing with issues of sexualized violence beyond the normal job descriptions, nor are there any special requirements for the staff in terms of dealing with the target group "young people", because they do not work with the children and young people.

### >> 1.3 People work on a full-time and voluntary basis on behalf in church services, forums, workshops, music, etc.

- The individual elements are offered and designed under the responsibility of the commissioned co-creators. often in direct contact with the participants.
- There are agreements and descriptions of the tasks by / with the steering group, but these are usually programmatic and / or organizational. Partially written down, as well as by verbal agreements available.
- A list of all commissioned co-creators is available.

### >> Participation

- All participants of the conference have previously registered online with a form - lists are available.
- Registrations can be made individually or in groups (in this case via the responsible group leader).
- The minimum age of the participants is 15 years.
- If participants under the age of 18 register without a group leader, Christoph Bauch will be responsible for supervision.
- In case of participants who arrive with a group leader, the respective institution assumes the responsibility for supervision by means of a written or verbal contract (comes into effect when they take someone with them).
- This protection concept will be posted on the website [www.klar-zur-wende.org/jugendklimakonferenz/](http://www.klar-zur-wende.org/jugendklimakonferenz/) before the conference and the link will be sent by e-mail to all participants in advance for their information.

There will be events during the conference that are open to the public. We support open places of meeting. Therefore, internal control must happen. This will only succeed if there is an awareness of the high level of responsibility among all employees and especially the management. Processes must be preconceived to be as simple and transparent as possible.

**2. Places:**

- Where do the activities take place?
- What are the local conditions in terms of accommodation, sanitation?
- How are the event areas set up and who has domiciliary rights where? What are the boundaries to the public space?

- The main location of the conference is the Ozeaneum Stralsund. This is only accessible for the registered participants and the steering group with team (identification by name tags). The house rules of the Ozeaneum apply.
- In the Ozeaneum: a part of the rooms is accessible for all participants (conference hall, corner for night café), the "Saal der Riesen" and the room in front of the aquarium are only accessible for a reserved period of time (no public traffic during this time). Sanitary areas are sufficiently available.
- Steering group and the further team has a separated area (with moderation walls) next to the corner of night café as a place of retreat.
- In front of the Ozeaneum: tents where meals will be taken.
- Accommodation on the ships: the ships are accessible only for the participants of the sailing trips.
- Accommodation in the hostel Stralsung: the hostel is reserved only for participants of the conference
- Accommodation will be in shared rooms separated by gender and gender sensitive. The distance to the Ozeaneum is 1.1 km.
- The night café (next to the conference hall) will be open from about 10 p.m. to midnight. Responsible persons of the steering group or the extended team are always on site.
- Night rest is from 24 o'clock.
- Other places are the three sailing ships, the open-air area in front of the Ozeaneum, the quay in front of the ships, the community room of the EFG Stralsund, the places of the excursions and the workshops (see the program at [www.klar-zur-wende.org/jugendklimakonferenz/programm/](http://www.klar-zur-wende.org/jugendklimakonferenz/programm/)).

**3. Organisation:**

- a) How are the governance structures and responsible persons set up?
- b) How is communication done internally and externally?
- c) How is the church hierarchy integrated?

- a) Hierarchy: North Church-> „Hauptbereich 5 Generationen und Geschlechter“ -> Leadership Young North Church
- b) Communication: Leadership conference -> Steering group -> teamer/ volunteers -> participants
- c) 2 female pastors (church district Mecklenburg and KK Pomerania) are part of the steering group.

**4. prevention**

What prevention measures are taken?

- Declarations of commitment
- Certificates of good conduct
- Code of conduct
- Training courses
- Agreements
- Communication / Transparency

- ➔ Risk analysis (see plan of action)
- ➔ Knowledge about staff
  - o Rules on the selection of the team are in place (see Requirement for all employees)
  - o Task descriptions for all roles and hierarchical levels exist.
- ➔ Requirement for all staff:

- a. Professional and personal suitability
- b. Declaration of commitment
- c. Certificate of good conduct
- d. Code of conduct
- Offers of training courses have been taken up
- Information and agreements on procedures, contact persons see <https://www.junge-nordkirche.de/kontakt-ok/kirche-gegen-sexualisierte-gewalt> are known .
- Communication and transparency:
  - via notices on the Code of Conduct/ sensitive topics/ "Awareness Standards" and dealing with photography and publishing/ sharing in social media
  - via reference to the website <https://www.klar-zur-wende.org/jugendklimakonferenz>
  - notices/ flyers on contacts "Church against sexualised violence": „UNA - Independent Contact Point“, „Meldebeauftragten“ of the Northern Church
- Dealing with photography: Young North Church as organiser has asked in advance whether the participants want to be photographed. People who do not want to be photographed are told by the organiser to avoid "photo situations" and to take care themselves not to be photographed. In the code of conduct, all participants will be informed not to photograph people with whom they have not agreed. This also applies to sharing photos and posting them on social media.

## 5. intervention

- Protection concept
- Communication plan
- Emergency plan
- Case documentation

- The prevention concept was advised by „Präventionsbeauftragte“ of Young North Church.
- The prevention concept is made known to all participants.
- The communication plan is made known to all participants and posted at the conference.
- The emergency plan is brought to the attention of all participants and posted at the conference.
- Rules on the code of conduct/sensitive issues/awareness standards are posted at the conference.
- Case documentation is practised within the steering group. The appropriate forms are available at the conference.
- All responsible persons from the steering group and the further team sign the self-commitment at the beginning (see page 1-2).

## Code of Conduct

- Young North Church sees it as one of its core tasks to protect the rights of children, young people and young adults as stated in the UN Convention on the Rights of the Child.
- An essential right is that of protection against sexualised violence and boundary violations.
- As an independent youth welfare organisation, we offer a wide range of educational services and support the networking of children, young people and young adults in youth associations within the North Church. We take joint responsibility for individuals, groups and events with up to several thousand participants.
- In all related forms of events we want to contribute to the protection of children, youth and young adults by
  1. taking a public stand against sexist, racist, discriminatory and violent behaviour of any kind,
  2. keeping our own speech and actions open to criticism at all times and establishing a structured feedback culture for this purpose,
  3. train all full-time and voluntary staff on the topic of sexualised violence in advance of events and provide them with written information on the action plan.
  4. Encourage staff members to pass on information about boundary violations that they have noticed or that they have received to the management of the event or, if necessary, to the „UNA“ or „Meldebeauftragten“ (see [www.junge-nordkirche.de/kontakt-ok/kirche-gegen-sexualisierte-gewalt](https://www.junge-nordkirche.de/kontakt-ok/kirche-gegen-sexualisierte-gewalt)).

5. only use staff members
  - a. we have complete data on them (name, date of birth, address, telephone number, e-mail address),
  - b. who have sufficient and proven qualifications for their tasks
  - c. who have been given a clear role and task description for their assignment,
  - d. who have signed a declaration of commitment,
  - e. who have submitted an "extended police clearance certificate" and have not committed any offences against sexual self-determination,
  - f. draw up an adapted organisation chart for each event which is open to public inspection, as well as a personalised intervention and communication plan,
  - g. make the possibility of contacting the „UNA (Independent Contact Point)“ visible through highly visible notices (posters, handouts, links) during our events,
  - h. follow up signs of boundary violations and/or signs of sexualised violence according to an orderly procedure in support with the reporting officers, keeping the protection of children, youths and young adults in mind first and foremost.

### **„Awareness-Team“ at the conference**

During the Youth Climate Conference, there will be several people from the extended team who will be there as awareness team/peer-to-peer contact persons. These persons will be introduced to the participants on the opening evening. An "emergency telephone number" will be posted where the participants can continuously reach someone from the steering group. Depending on the concerns, clarification or referral will then be made.

We refer to the framework conditions and minimum standards in awareness work, which we use as a guideline.

→ <https://www.initiative-awareness.de/informieren/mindeststandards>