

Prevention Concept

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1. Introduction to the Project

The Foundation for the Rights of Future Generations (FRFG) has been organizing so-called “Walkshops” (a combination of the words “walk” and “workshop”) since 2021. Each Walkshop offers 20-30 people between the ages of 18 and 35 the opportunity to learn more about a specific socially relevant topic. A Walkshop comprises of the following elements: a “podcast walk” lasting several days, discussion events with politicians, academics, business and civil society experts, as well as visits to relevant “learning locations”. These locations can be institutions, factories, plants, parks or similar, where participants can expand their knowledge through lectures or guided tours.

The FRFG aims to make its Walkshops a successful mixture of educational, sporting and community events. A safe space for all participants is essential for the success of the event. Effective learning is only possible in a trusting environment without fear; for this reason, the FRFG has developed a prevention concept for dealing with allegations of assaultive behaviour/sexualized violence as part of this educational measure. Particularly sensitive areas of a Walkshop are:

- 1. The Hike itself.** Possible assistance in difficult situations means that the absolute avoidance of physical contact between the project management or organization team (organizing team) and the participants, as well as any external persons, cannot or should not be ruled out from the outset. Actions such as taking each other's hands and pulling them along when tired, applying first aid or blister plasters or similar are not uncommon on hikes and are sometimes explicitly requested by participants. However, physical contact during assistance or team-building activities must never turn into sexual contact.
- 2. In the Accomodations.** For longer hikes lasting several days, multi-bed rooms are commonly booked due to tight financial constraints, meaning that privacy cannot be fully guarenteed. It is therefore important to respect eachother's privacy *as much as possible* and not to allow any transgressions to occur.

The FRFG would like to stress to all members of the organizing team and all participants that assaultive behavior of any kind is *strictly prohibited*. This does not mean that participants are not allowed to flirt with each other or enter relationships, nor does this mean that any unfortunate flirtation is itself an abuse of power. There are, however, differences in power between participants and the organizing team. Extreme vigilance is required.

In the event that despite careful prevention and education methods, incidents occur that can be classified as assaultive behavior and/or sexualized violence, the following concept applies.

1 General Provisions

1.1 A central piece to the response of complaints management is the involvement of an external Ombudsperson with relevant professional training and a focus on protection, sexualized violence, boundary violations and assault. This ombudsperson is Mr. Lars Gildner, a trained supervisor and prevention manager against violence toward children. Participants of the Workshop can contact him at any time confidentially. The ways to reach him are:

By phone: Tel.: 0163/3658553 and/or

By email: lars.gildner@web.de.

By post: Seestr. 5, 71394 Kernen i.R.,

1.2 All parties involved commit to make truthful statements at every stage in the proceedings.

2 Procedure in the Event of a Complaint

2.1 Who informs whom in the event of a complaint?

2.1.1 In the case of a complaint, of assaultive behavior or sexualized violence by a participant toward another participant, the first step is to inform the leadership of the organizing team. This leadership is composed of an equal number of men and women. The concerned person may also contact the ombudsperson Dr. Lars Gildner directly if they see reasons for doing so.

2.1.2 In the event of a complaint made by external parties (e.g. young people staying in the same youth hostel) against participants of the SRzG-Workshop, the first step is to inform the management of the organizing team.

2.1.3 In the event of a complaint against the management level itself; the ombudsperson must be involved immediately. In this case, the management level should not be informed, as otherwise there is a risk of a cover-up.

2.1.4 The ombudsperson will treat the complaints of the alleged victim confidentially and will consider and initiate the next steps in close consultation with the person concerned and not without their consent.

2.1.5 All necessary steps must be taken within a reasonable period of time and without (intentional) delays. Once involved, the ombudsperson takes over the crisis management and is authorized to issue instructions to the management level and all participants of the workshop.

2.1.6 An allegation of assaultive conduct or sexualized violence is not true simply because the allegation is made. A complaint must therefore be thoroughly investigated before it is made public. The ombudsperson decides whether, when and how to inform the Executive Board and, if applicable, other persons within the SRzG.

2.1.7 The management level of the Workshop is obliged to ensure documentation (see section 3).

2.1.8 Obviously punishable offenses must be reported to the police.

2.2 Protection of those affected and presumption of innocence

2.2.1 The alleged victim will be granted the protection necessary

2.2.2 The alleged perpetrator and the alleged victim are to be physically separated from each other in the event of a complaint.

- 2.2.3 The alleged victim (as well as the alleged perpetrator) are to be referred to counselling services.¹
- 2.2.4 The person whom the complaint is directed against (whether a member of the organizing team, or a participant) must be given the opportunity to submit exculpatory material to the ombudsperson.
- 2.2.5 Prejudice within the group is to be avoided. It can be pointed out that untrue allegations made in public can lead to defamation claims.

3 Documentation

- 3.1 In any case of complaint, the case must be documented immediately and continuously.
- 3.2 The documentation must be:
 - 3.2.1 *Continuous*, so as to avoid gaps obscuring the case,
 - 3.2.2 *Specific*, so that processes can be clearly assigned to the case,
 - 3.2.3 *Precise*, so that allegations can be accurately attributed,
 - 3.2.4 *Verbatim*, so that ambiguities can be clarified in the case of verbal abuse,
 - 3.2.5 *Free of interpretation and conjecture*, so as to prevent distorting the actual events of the case, and
 - 3.2.6 *Meaningful*, so that there is no accusations of hearsay and a distinction can be made between those making statements and those acting. This point is to be treated confidentially.
- 3.3 A protocol must be drafted which lists – as extensively as possible – all prior verbal and non-verbal incidents relating to the case in question. This protocol will be given to the ombudsperson.

4 Follow-up and Rehabilitation if Necessary

- 4.1 Every case requires a follow-up.
- 4.2 This is to be carried out by the official bodies of the FRFG with the ombudsperson (and – if necessary – in close consultation with the persons concerned)
- 4.3 The follow-up includes:
 - 4.3.1 Publicizing the case within the FRFG, while still observing confidentiality agreements and obligations.
 - 4.3.2 The evaluation of the prevention concept with respect to its effectiveness, and, if necessary, its improvement.
 - 4.3.3 The embedding of the findings in other FRFG processes and preventative measures independent of this prevention concept.
- 4.4 In the case of non-criminal offenses, depending on the individual case, the aim may be to rehabilitate the offender, e.g. to be able to continue an employment relationship within the FRFG.

¹ For victims the services of, for example, START (<https://start-org.uk/>) and the RSCC (<https://www.rsacc-thecentre.org.uk/>) can be of assistance