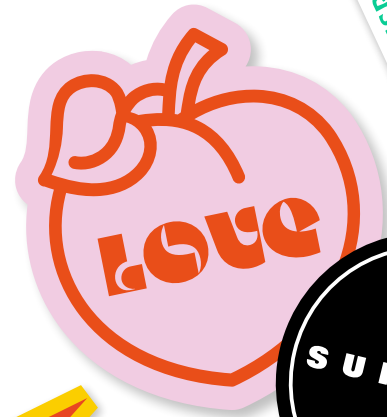


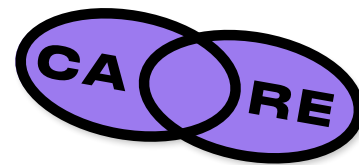
# Partying? Stay safe.

Discrimination and assault happen everywhere, including in clubs that consider themselves to be safe spaces. That's why it's important to know the strategies to deal with it. While there are no perfect solutions when it comes to violence, there are a few principles that can help you to respond to it better. Our approach focuses on the people affected by violence and discrimination and involves their social surroundings.



## What can I do if I observe or experience an assault myself?

- 1 Stay as calm as possible.
- 2 Go somewhere safe.
- 3 Don't act alone – get help, for example, from a member of staff.
- 4 Address the needs of the person concerned.
- 5 Believe what the person says – they are the priority.



Shock and feelings of powerlessness are typical reactions when someone has been assault-ed. It's normal to feel alone and powerless. It is important not to look away when you witness discrimination or violence. Sometimes people don't act because they are afraid of doing something wrong. Most of the time it helps the person affected when you do something. You can think about your behaviour afterwards. If you yourself have experienced discrimination: Assault is never your fault and you are entitled to get support from others.

The person who experienced the violence is the expert in that situation. If you yourself are affected, then your assessment of it is the correct one. It is not the job of the people around you to decide how bad the thing that happened to you is. Trust your senses, get support or remove yourself from the situation if you can. If you witnessed an assault, ask the person affected by it what they need and respect their answer. Your own safety and the safety of the person affected have priority.

Discrimination and assault are painful and real. Try to take your experience seriously and give yourself time to find a way of dealing with it. If you are helping a person affected by discrimination or violence, give them space. Other people don't necessarily need the same thing that you would need in the same situation. People often also need support for some time after the assault. Ask if they want to be walked to the train station, for example. If you feel you can't cope, ask someone else for help, such as a member of staff.

People also experience discrimination in clubs. We want to help you group experiences of discrimination and have come up with some categories. The different dimensions of diversity and discrimination overlap and intersect. Every experience is different, and this is not supposed to be a checklist for you to tick off, but rather a tool of solidarity designed to raise awareness for your own and other people's experiences.



### **# Class / Social background**

People often believe they can tell someone's social background by what they look like; this is also true in a club, where different codes supposedly apply than in other social spheres. However, we can't tell what someone's social background is only by their clothing, but also through gestures, speech and other forms of expression. In addition, someone's social background determines, to an extent, the resources available to them. Can I afford the club entrance fee? Some organisers offer reduced prices or, on request, let in people who cannot afford the entrance fee. Unfortunately, this is often not the case – and a high entrance fee means some people are excluded from the outset, which organisers must be aware of. Such exclusions are often implicit, meaning it is not immediately obvious. Social background and class intersect with other dimensions of discrimination and they influence each other.

### **# Ability**

Ability refers to the capabilities of individuals. We call it ableism when people are structurally excluded because of their disability. These structures can be created through certain behaviour as well as by the architecture of buildings. A club therefore must ask itself certain questions: Is the venue wheelchair accessible? But not all disabilities can be seen, which adds an extra dimension. People with specific mental or emotional needs can also be affected by ableism. Especially in challenging situations like an assault in a club, ableism can come into play when we consider someone's emotional, psychological or mental state. For people who have experienced psychological distress, certain behaviours or assaults can be destabilising.

### **# Racialisation/Migrantisation**

Classifying a person based on their skin colour, hair, general appearance or demeanour, or other characteristics is also called racialisation (or migrantisation). If assumptions about language skills, social background or social values or behaviour are made based on this classification, we call this racial prejudice. The term racialisation (and migrantisation) is intended to make it clear that race as a category is a social construct and is a product of attribution. Racism can take different forms, including the derogatory treatment of BIPoC individuals, anti-semitism and the derogatory treatment of Roma and Sinti. Yet racism is a structural feature of the power relations of our society. Which is why racism also occurs in clubs. Racist behaviour can be displayed by guests or by club staff, such as at the door by security staff or at the bar. Racism can also be expressed within a club in the form of microaggression or through cultural appropriation on the part of the guests (white people with dreadlocks, exoticizing decor). It is important that racist incidents are addressed in the club and that those affected are immediately given support. The general rule is: Whoever is affected is the expert when it comes to what happened to them.

## # Gender / Sex

To assume that you can tell a person's gender based on their appearance or what you yourself perceive is a misconception. Club culture in particular creates a space outside the social norms of everyday life in which people can renegotiate or re-experience themselves and their gender. The club can serve as a testing ground and a protected space, because gender is not a fixed category for many people, but rather a constant dance. Discrimination based on gender can take various forms. Sexism or assault are just as much a part of this as misgendering someone, i.e., using the wrong pronoun when addressing someone. Deadnaming, i.e., using the birth or other former name of a trans person, is also a form of gender discrimination. What's important here is an open dialogue and a gentle culture of error. Ask people what their pronouns are, introduce yourself with your pronoun and if you get something wrong, just correct yourself without making a fuss.

## # Sexuality

Just like with gender, you can't tell a person's sexuality from what they look like. Assuming someone's sexuality is only ever a hypothesis. Saying things like "You don't look that queer" or "I would have never thought that you're gay" reflects a cis-heteronormative system. This means you are propagating the assumption that everyone is a man or a woman and heterosexual. This can be expressed in explicitly transphobic, homophobic or queerphobic terms, i.e., attacking people with insults or exposing them to physical violence. Clubs in particular are an important safe haven for many queer people – a sensitive approach to experienced hostilities should be all the more important here, especially since people often use these places to live out and negotiate their sexuality. What exactly constitutes discrimination, whether in word or action, is very context-dependent and those affected by it are the ones who label it. Saying something like "I didn't mean it like that" is no excuse. Again, what's important here is that those affected by the discrimination are listened to and the focus is not on the perpetrator.

## # Religious affiliation

Even though wearing religious symbols does not always necessarily indicate affiliation with a particular religious group or community, assaults or discrimination can also occur in a club. This is about religious prejudices, especially religions that are marked as "different", such as Islam. If you are attacked because of your religion (or because a particular faith is attributed to you), this is often also related to racism. In addition to visible symbols or other codes such as the hijab, a kippah or a necklace with the Star of David, discrimination on the grounds of religion can also occur in conversational contexts. This can take the form of verbal or even physical violence against people who are perceived as a threat simply because of their religion. While this certainly intersects with racism, religion is also a dimension of diversity in its own right.

