

Awareness Concept

By awareness, we mean an appreciation of situations in which personal boundaries are being crossed. Transgressive behaviour and discrimination can manifest in different ways; they can be connected with physical or psychological violence, abuse, intimidation or harassment and can be expressed verbally or non-verbally, actively or passively and even subtly.

Each person defines their boundaries themselves and knows what kind of behaviour they perceive as physically intrusive or discriminatory. We take people's individual perceptions seriously and acknowledge their integrity.

Fotomuseum Winterthur does not tolerate any form of discrimination practised on the basis of:

- ability
- age
- appearance or physical characteristics
- class or socio-economic background
- culture or ethnicity
- education
- gender, gender identity or gender expression
- language
- nationality
- political conviction
- religion
- sexual orientation or form of relationship

Our socialisation and the structuring of our society lead to regular instances of boundaries being crossed, physical violations and acts of exclusion and marginalisation. We all bear a collective responsibility for actively countering these processes. Anyone making use of the Fotomuseum Winterthur premises and the services the museum offers is urged to help create an inclusive environment that is sensitive to issues of discrimination. This includes becoming aware of and critically reflecting on the privileges we each have, the space we occupy and the role we play.

If a person experiences or observes any form of discrimination taking place or a boundary being crossed, they have various possible courses of action:

- Awareness staff are present at larger events for you to approach. They will listen to your concerns and provide support to the person(s) affected. Any further steps will be decided upon together. The awareness staff spring into action when they are asked to intervene.
- A safer space is made available at larger events. This is a low-stimulus space to which you can withdraw at any time for whatever reason. It provides somewhere for you to sit or lie down as well as drinks and snacks. The space is not staffed but can be used for talking to the awareness personnel.
- Fotomuseum Winterthur's awareness team can be contacted (anonymously, if preferred) using the following email address: diversity@fotomuseum.ch.

Situations in which boundaries are crossed are often overwhelming. There is no need for any immediate reaction – you can take time to process what happened. Those affected by such situations can contact Fotomuseum Winterthur at a later date, even weeks or months after an incident.

People alerting staff to situations of this kind and those impacted by them are protected. Fotomuseum Winterthur treats all information confidentially.

NB: This text has drawn at times on concepts produced by various other organisations (including Feministisches Streikhaus, the Finnish Museum of Photography, Tanzhaus Zürich, Winterthurer Musikfestwochen and Zürcher Theater Spektakel). We are grateful for all the work that has already been done on this subject!