

Awareness at the Courtyard Festival

Schwarzkopf Foundation | 18th June 2026

There will be an Awareness Team at the festival venue during the entire event. They will be reachable in person and via phone at all times of the festival. You can spot us by our **pink** lanyards and talk to us in English and German.

Role of the Awareness Team at the Courtyard Festival

The Awareness Team is:

- The contact point for any questions, concerns or reports of behaviour that is discriminatory, harmful or dangerous to participants during the festival. Anyone can approach the Awareness Team during the event.

The Awareness Team's role is essentially to provide someone participants can come to, in confidence, should they:

1. experience bullying, racism, harassment, or sexual harassment at the Courtyard Festival.
2. feel that their safety, wellbeing, dignity or respect is being compromised or threatened at this event.
3. feel that they experience/experienced a situation that they feel they cannot or do not want to cope with.

Those who witness such behaviour can come to the Awareness Team to share their concerns.

The Awareness Team offers low-threshold and confidential support

- Participants of the Courtyard Festival can approach the Awareness Team with different concerns, even if they do not yet feel able to articulate the problem properly, if they are not sure whether it is a 'legitimate' concern (it usually is!), or if they are not sure who the right contact persons are.
- The role of the Awareness Team is to help re-define the problem: Listen - verbalise - develop solution strategies together if necessary.
- In the second step, and always in consultation with you, the concern can be brought to the attention of other participants or contact points, etc. — alone, together with the participant or anonymised by the Awareness Team.
- The work of the Awareness Team focuses on the affected person, does not question their perception and does not downplay it. In our interactions with affected persons, we

take their side. For us, this means that we adopt the affected person's perspective and, if desired, advocate for them externally toward other individuals and institutions. We take a person-centered approach, the well-being and support of the affected person are our priority.

Anonymity

Everything that is discussed with the Awareness Team remains confidential and anonymous as long as nothing else has been agreed with you.

If you wish to remain anonymous, you can also ask another person to bring your concerns to the Awareness Team anonymously.

Response to reported Behaviour

When behaviour is reported, the Awareness Team will assess the situation and, depending on its nature and severity, take appropriate steps. The wellbeing and agency of the affected person always remain central to this process.

Possible responses include:

- A reflective conversation with the person whose behaviour has been reported.
- A clear verbal warning outlining which behaviour is not acceptable.
- Temporary or permanent exclusion from the event.
- In cases involving criminal behaviour or acute danger, emergency services or law enforcement may be involved.

Any response beyond a confidential conversation with the affected person will only be taken in consultation with them, unless there is an immediate risk to the safety of others.

Decisions regarding warnings or exclusions are made jointly by the Awareness Team and the event lead.

How you can approach the Awareness Team

- The Awareness Team will be reachable during the entirety of the event at the venue and, if needed, in the Awareness room.
- The Awareness Team will ensure you are in a space, i.e. the Awareness room, where one can be comfortable sharing sensitive information (e.g. away from a big group, loud noise).
- The Awareness Team will check with the participant whether they are comfortable speaking in that location or whether they wish to go somewhere else.

- You are welcome to contact the Awareness Team approaching them in person, they will be wearing a visible pink lanyard and a badge. They can also be reached via call or text to the Awareness Phone.
- If we want to take notes as an aid to memory, this will only be done with your consent.
- If necessary, we will ask you if we may share the concern with other people in an un-anonymised way in order to discuss it together and advise each other on how to act. This will only happen with your consent.

The Awareness Room

The Awareness Room is a dedicated physical space provided at the Courtyard Festival for participants who feel the need to retreat in order to take care of their personal wellbeing or mental health.

This space is here for you if you:

- Have experienced discrimination, harassment, or distressing situations during the event.
- Are feeling overwhelmed, anxious, or emotionally unsettled.
- Need a quiet moment of solitude to regulate and recenter yourself.

It is not intended as a general break room or a place to relax and hang out casually. Access to this room is reserved for those actively seeking a safe(r), calm, and supportive environment to process their experiences or emotions.

To support mindful self-regulation, the Awareness Room includes a variety of low-threshold mental health tools such as:

- Colouring books and pencils for calming focus,
- Grounding exercises and instructions for breathing techniques,
- Blankets or pillows for physical comfort,
- Tactile objects to help de-escalate emotional tension,
- And other materials that promote emotional self-care.

Participants are invited to use these resources in a respectful and considerate manner, allowing the room to remain a low-stimulation, judgment-free environment.

The Awareness Team can guide you to the Awareness Room, check in on your comfort level, and help ensure you feel supported while you are there — always based on your preferences.

Mindful and Aware Participation

Organised structures of awareness policy at events cannot guarantee a safe space, but they can guarantee a **safer space**. Violations of boundaries and assaults cannot be ruled out. An Awareness Team cannot prevent them but can provide support in specific incidents.

Something that also contributes to making the Courtyard Festival a safer event is **your behaviour as participants** – please be mindful and aware of your behaviour and the behaviour of people around you.

We will put together a short handout on how to be a mindful and aware participant for you, which we will distribute in the venue (e.g. in bathrooms).

Emergency phone

A dedicated phone number for the Awareness Team will be available during the event for calls and text messages:

+49 176 476 360 82

The Awareness Team

- Annika (she/her)
- Sarah (she/they)
- Domi (they/them)