

Code of Conduct

As a director, employee, intern or freelancer of The DO School Fellowships gGmbH working on the implementation of beVisioneers: The Mercedes-Benz Fellowship ("beVisioneers") or any beVisioneers program , I agree to uphold the beVisioneers' values and principles by following this Code of Conduct:

- I will prioritize the safety and well-being of every beVisioneers fellow (collectively "fellows").
- I will treat all fellows respectfully and fairly, regardless of their gender, age, sexual orientation, ethnicity, disability, social status, religion or belief, or any other distinguishing factors. The Child Protection Policy shall remain unaffected.
- I will avoid using language or behaving in ways that are inappropriate, stereotypical, harassing, abusive, sexually suggestive, demeaning, degrading, exploitative or culturally insensitive in the presence of fellows.
- I will set a positive example by refraining from behaviors like smoking in the presence of fellows.
- I will not consume controlled substances (*Drogen*) or alcohol while working with fellows.
- I will not engage in any form of sexual activity with fellows.
- I will not exploit fellows for sexual activities or exchange money, employment, goods, assistance, or services for sexual favors by fellows.
- I will not use physical, psychological, economic, or sexual violence against fellows, neither online nor offline.
- I will immediately report any concerns or complaints regarding behavior that may violate the Child Protection Policy or the applicable Code of Conduct to the safeguarding team (safeguarding@bevisioneers.world), or through the channel with which I feel most comfortable, even when details are unclear.
- I will fully cooperate in any investigation related to alleged abuse of fellows.

I, the undersigned, declare that I have received, read, and understand this Code of Conduct and the Child Protection Policy, and I agree to comply with them.

Name:

Date, Location:

Signature: