

CODE OF CONDUCT

The Museum für Kunst & Gewerbe Hamburg (MK&G), like all signees of the declaration of DIE VIELEN (The Many), stands for a pluralistic and diverse society and seeks to represent this plurality within its collection, its exhibitions and projects, and its team. As a public institution we are committed to the political principle of neutrality. We stand for a life in a democratic, tolerant and polyphonic society and attempt to also represent its controversies within our museal programming. We see the museum as a learning place, as a space in which contradictions and differences can be endured and negotiated – under the condition of a non-violent approach in action and language.

Here, we cite from the Hamburg declaration of DIE VIELEN:

“We view our society as a plural gathering – an encounter of different interests that find each other in the spaces between. Democracy needs to be renegotiated daily – but always on the premise that it concerns us all, every single one of us, as beings of multiple possibilities!”¹

The MK&G values a climate of mutual respect and appreciation. This includes a shared responsibility for cooperative behaviour and a fair cooperation. The personal dignity, privacy and personality rights of every person must be respected. Accordingly, we do not tolerate hostility and exclusion, sexual or other personal harassment or insults. We firmly oppose any form of discrimination based on racial attribution, ethnic, cultural or social origin, religion or world view, ability, age, gender or sexual identity and orientation.

Specifically, the MK&G would like to emphasize the following principles that we consider non-negotiable:

The MK&G does not provide a platform for nationalist propaganda, positions that endanger democracy, religious fundamentalism and any contributions that call for violence and the exacerbation of inequality.

The MK&G does not tolerate antisemitism. The MK&G familiarised itself with the international working definition of antisemitism issued by the International Holocaust Remembrance Alliance (IHRA)² as well as the Jerusalem Declaration of Antisemitism³ and utilises both papers for orientation and in the assessment of conflicts and cases.

The MK&G recognizes that the term “racism” (“Rassismus” in German) is derived from the term “race” (“Rasse” in German which unlike the English cognate also means “breed”), which – even though it is still used in article 3, paragraph 3 of the German constitution – is untenable from an anthropological perspective. The MK&G opposes all forms of structural and individual racism, including prejudice, hostility, exclusion, racialized representations, symbols and language.

The MK&G is dedicated to the principle of gender mainstreaming. This refers to the responsibility to consider the different effects on people of all genders in every decision-making process and to act in the interests of gender equality.

¹ <https://dievielen.de/erklaerungen/erklaerungen-multilingual#english>, accessed 19.03.2024.

² <https://holocaustremembrance.com/resources/working-definition-antisemitism>, accessed 19.03.2024.

³ <https://jerusalemdeclaration.org/>, accessed 19.03.2024.

The MK&G advocates the human right to sexual self-determination.

The MK&G advocates the right to gender self-determination.

The MK&G recognizes climate change as human-made catastrophe.

Employees, cooperation partners and commissioned service providers of the museum, groups and individuals, undertake to recognize and respect this stance of the MK&G and its representations in exhibitions, actions and institutional structures and to act in accordance with it in the context of their activities in/for the MK&G. The tolerance that the museum stands for also applies when cooperation partners and commissioned service providers do not agree with all of these principles.

At MK&G, there is no room for positions that are directed against the life, dignity or visibility of others. Collaboration with partners who hold such views or actively work against the stance of the MK&G can be terminated unilaterally by the museum at any time. In such cases, MK&G is exempt from all claims for damages and obligations towards the cooperation partner.

Hamburg, March 19, 2024