

Code of Conduct

The Historical Museum Frankfurt (HMF), together with the Junges Museum and Porcelain Museum, stands for a diverse urban society. We seek to provide a space in which as many people as possible can feel safe, comfortable and welcome – a space shaped by everyone who works in, represents or visits the museum. This Code of Conduct is aimed at all permanent employees as well as the freelancers, volunteers, CityLab participants and everyone who represents the Historical Museum. It is intended to help and remind us to treat each other with respect.

No one at the HMF should be discriminated against on the basis of origin, gender, age, sexual orientation, body, disability, race or religion. Our work is based on examining the past, present and future of the city of Frankfurt am Main from multiple perspectives. This also includes tolerating differing or even contradictory opinions, if they are expressed respectfully and not in a deliberately hurtful or discriminatory manner.

We take our educational mission as a place of culture and learning seriously. The museum sees itself as a learning institution committed to scientific methods and findings, as well as academic and artistic freedom, and acts accordingly. We operate consistent with the German Grundgesetz (Basic Law) within the framework of a free and democratic constitutional order.

We place special value on:

- Friendliness and respectful interaction
- Recognizing the diverse positions and backgrounds of the people who work in the museum
- Professionalism, constructive criticism and a spirit of trust
- An open and empathetic attitude
- Respecting other people's opinions, perspectives and experiences
- Acting in a de-escalating manner, promoting dialogue and moderation
- Sensitivity toward discrimination: an appreciation for diverse and different sets of skills and needs, backgrounds and lifestyles
- Treating the capabilities of others with respect
- Taking responsibility for our own behavior

We do not tolerate:

- Deliberate discrimination and exclusion, for example: degrading comments, ethno-nationalist, fundamentalist, anti-democratic, populist or authoritarian statements; racism, queerphobia, transphobia, misogyny, discrimination on the grounds of disability; anti-Semitism and Islamophobia
- Personal political and religious opinions expressed on behalf of the museum in a representative capacity (except for specific formats that serve political and social exchange)
- Falsification of history or the rejection of scientific facts
- Any form of deliberate violence, whether verbal, physical or psychological, for example: violations of privacy, sexual harassment, bullying and digital trolling
- Exploiting positions and structures of power

Implementing these guidelines

This Code of Conduct defines binding principles for the work and cooperation at the Historical Museum Frankfurt. These formulated values and attitudes apply to all digital and physical spaces provided by the museum and for which it is responsible. Its aim is to implement the code fairly and vigorously.

All museum participants are obliged to act in accordance with this code. Anyone working at the museum can refer to the Code of Conduct in conflict situations, and if necessary appeal to persons of authority within the institution. Discussions aimed at resolving problems will be held. A failure to comply with this code will have consequences.

In the event of a violation of the Code of Conduct, please contact: info@historisches-museum-frankfurt.de.

Museum employees are continually working to improve these guidelines. In addition to the Code of Conduct, they are based on the museum's mission statement, rules and practices of internet netiquette, and house regulations.

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