

ANTIA

code of conduct

march 2026

WHO ARE WE

ANTIA is Enschede's answer to the night. A space carved out for music, community, and the freedom to exist fully. To lose yourself in sound and find yourself in connection. To move without apology, exist without explanation.

When you enter ANTIA, you are entering a space where queer joy, freedom, and self-expression are the baseline, not a theme, not an exception. Built on the belief that the dancefloor is one of the last truly free spaces, and that freedom is worth protecting. Shaped by queer culture and lived experience, by everyone who ever had to travel elsewhere to feel seen. We carry that with us. We ask you to carry that too.

The dancefloor is political. Presence here is a commitment. This Code of Conduct exists alongside our House Rules; together, they form the foundation of how we show up for each other. This is a living document. It will grow, change, and become more precise as ANTIA develops.

By entering ANTIA, you commit to the principles set out here. We trust in your capacity to act with care, respect this space, and uphold the values that make it worth building.

OUR VALUES

We believe in the power of music to connect, to heal, and to liberate. We are rooted in the underground and in the communities that built their own spaces, their own sounds, and their own freedom when the mainstream had no room for them. That spirit lives in everything we do.

We believe the dancefloor is a place of genuine freedom and that freedom demands care. We show up with awareness, for ourselves and for each other. We move with intention. We take up space, and we make space.

We are committed to inclusivity and diversity not as a statement, but as a daily practice. That commitment is reflected in how we design this space, how we programme our nights, and whose voices, sounds, and stories are represented on our stage and in our community. We do not assume. We do not judge. We listen. We learn. We hold ourselves accountable to the community we are building on the dancefloor, in our channels, and beyond the night. This is what we stand for. This is what we ask of everyone who walks through our doors.

FIGHTING DISCRIMINATION

Zero tolerance for discrimination is not a policy position for us; it is an extension of everything ANTIA is built on. Racism, transphobia, homophobia, sexism, ableism, and religious bigotry have no place here. Not because we are required to say so, but because we understand what discrimination does to a body, to a night, to a community. These forms of discrimination do not operate in isolation; they intersect, they compound, and the people most affected are often those navigating multiple at once. We name them all. We fight them all.

Racism is often dismissed in the Netherlands as unintentional, like a joke, a compliment, a curiosity. But impact is not determined by intent. Microaggressions, exoticisation, racial fetishisation, tokenisation, colourism, antisemitism, islamophobia, xenophobia, these are all forms of racism. They accumulate. They tell people their presence is conditional. ANTIA is built by and for a diverse community, and that diversity is not incidental; it is the foundation. Dismantling racism is not the responsibility of those who experience it. It is ours, collectively, and we carry it together.

Transphobia is not always loud. Misgendering, deadnaming, questioning someone's identity, and treating gender expression as something that requires explanation or policing cause real harm regardless of intent. Trans and non-binary people are not a subcategory of this

community. They are central to it, and their safety and belonging are foundational to everything we are building.

Homophobia is not always a slur. It looks like queer affection is treated as entertainment for others, like people who come here for the aesthetic without respecting what this space stands for. It looks like pressure on queer people to tone it down, fit in, or prove themselves. It also comes from within the community, dismissing bisexuality, policing how someone expresses their queerness, and deciding who is queer enough. At ANTIA, you are who you are. You love who you love. No one's sexuality, identity, or expression requires justification here. We hold that for each other.

Sexism is discrimination based on gender, and in electronic nightlife, it is pervasive and often goes unnamed. It looks like unsolicited comments on bodies, touching without consent, female and non-binary DJs having their knowledge questioned, sets talked over, and bookings dismissed as tokenism. It looks like being spoken over, dismissed, or assumed to be less authoritative in any role on the floor, behind the bar, or behind the decks. Sexism operates on the assumption that some people are worth less. That assumption has no place here. At ANTIA, everyone has the right to take up space, to be heard, and to be taken seriously. We expect that to be honoured by everyone, for everyone.

Ableism is discrimination against people with physical or mental disabilities, and in nightlife, it is rarely named. It looks like assuming someone is drunk or on drugs because they move or communicate differently. It looks like impatience with slower speech, with assisted communication, with bodies and minds that do not perform the way the dancefloor expects. It looks like language is

used carelessly, and interactions that treat differences as a disruption. ANTIA is committed to physical accessibility, including wheelchair access and accessible toilets. For neurodivergent guests or anyone who needs a break from the intensity of the night, a chill-out area is available. Our Floor Angels are trained to recognise and respond to neurodivergent needs and assist communication. If you need support, reach out to them. Exclusion does not have to be intentional to cause harm. Access and dignity are not optional here. They are part of what we are building, and everyone inside is responsible for upholding them.

Religious bigotry looks like mockery, assumptions about who belongs here, and hostility toward people based on how they practise or dress, or based on having no faith at all. In Enschede's diverse community, faith and queerness coexist. This space does not ask anyone to choose between their belief and their belonging. What we do ask is that no one uses faith, or the absence of it, as a reason to exclude, demean, or harm another person here.

Discriminatory behaviour, overt or casual, intentional or not, will be challenged and will result in removal. But we are not only interested in removal. We are committed to education, to open dialogue, and to the harder work of confronting internalised behaviour in others and in ourselves. We believe in accountability that grows people, not just excludes them. We are all learning. We are all accountable. We are all responsible for what kind of space this becomes.

CONSENT IS MANDATORY

and sexy!

Consent is not a formality. It is the foundation of every interaction at ANTIA, the thing that allows desire, connection, exploration, and freedom to exist in the same space. Everyone at ANTIA, guests, artists, and staff, holds the right to full autonomy over their own body and personal space. That right is non-negotiable.

Consent is the voluntary agreement freely given by one person to another for a specific action. It is only valid when everyone involved fully understands what they are agreeing to, what the likely consequences are, and has the genuine option to refuse without pressure, without guilt, without consequence. A clear yes is the only yes. Not a maybe. Not a silence. Not a body that stops resisting.

Be attentive. To words, to energy, to body language. Individual experiences of the same situation can differ greatly; what feels natural to you may feel invasive to someone else. Do not assume. Actively check in before initiating any engagement, however small, a conversation, a dance, or a touch. If someone hesitates, the interaction stops. If someone shows any discomfort, however subtle, the interaction stops. The absence of a no is never a yes.

Consent is not a single moment. It is continuous, enthusiastic, ongoing, and freely renewable. It can be withdrawn at any point, for any reason, without explanation. Previous connection, previous contact, or

previous consent does not imply ongoing permission.
Check in. Keep checking in.

Substances change things. Alcohol and drugs affect capacity differently in every person, making it harder to read signals and harder to give or receive genuine consent. Consent cannot be given by anyone unable to fully understand what they are agreeing to due to intoxication, unconsciousness, age, or mental incapacity. If you knew, or should have known, that someone was incapacitated, intoxication is not a defence. You are accountable. If you are uncertain about someone's capacity, you stop. Full stop.

We trust you to know this. We expect you to live it.

FREEDOM AND BOUNDARIES

ANTIA is a space where you can be fully present, to move, express, and exist without fear of being watched, recorded, or exposed. That freedom is only possible if everyone inside protects it. It extends beyond the venue, into our community channels, our online spaces, and every interaction that carries the ANTIA name.

No photography or video is permitted anywhere inside the venue. This applies to phones, cameras, and any device capable of capturing images or video. Phones will be stickered at the entrance. Official photographers, when present, operate under strict anonymity guidelines agreed with ANTIA. This policy exists to protect everyone here, including people who are not out, people whose presence is private, and people who have the right to exist without being documented. Violation will result in a minimum one-month ban and may lead to further restrictions.

Voyeurism is the act of watching, following, or observing someone for personal gratification without their knowledge or consent. It turns a shared space into a private show, treating other people's bodies, expressions, and moments as entertainment that was never offered to you. Curiosity is human. Intrusion is a choice. ANTIA is a space for shared enjoyment, not a stage for the consumption of other people. Uninvited attention is not a compliment. If someone has not invited your gaze, they are not available to it.

This is a space for play, exploration, and self-expression, and that freedom is real and protected here. It does not, however, extend to others. There is a difference between unintended and intended boundary violations. Unintended behaviour happens without malicious intent, through lack of awareness, or through not knowing. Intended behaviour is a choice. Both cause harm. Both will be addressed. But how we respond will reflect that difference. Your freedom to express yourself ends where someone else's boundaries begin. Consent is the line, on the dancefloor, in our community channels, and everywhere in between.

SAFETY IS SHARED

Safety at ANTIA is not a set of rules imposed from above. It is a value we hold collectively, built into how we design the space, how we train our team, and how we ask everyone inside to show up for each other. It has two expressions: the boundaries that protect the space, and the care that sustains it. Both are necessary. Both are acts of the same commitment.

The door is the first expression of that commitment. ANTIA reserves the right to refuse entry or remove anyone whose behaviour, condition, or presentation undermines the safety, dignity, or well-being of others. This is not arbitrary; it exists because the freedom inside these walls depends on who we allow through them.

Entry may be denied or revoked when someone's presence poses a risk to that freedom. This includes arriving visibly intoxicated or under the influence, displaying aggressive, disruptive, or threatening behaviour, or wearing clothing, symbols, or imagery that promotes discrimination, extremist ideology, or group-based intimidation, including neo-nazi imagery, white supremacist symbols, anti-LGBTQ+ slogans, Islamophobic or antisemitic imagery, football hooligan clothing, or symbols identifying membership of organisations banned under Dutch law. Anyone under 18 or unable to present a valid ID will not be admitted. Anyone with a documented history of misconduct within ANTIA will not be admitted. Door hosts

uphold ANTIA's values. Their decisions are final, not as an exercise of power, but as an act of protection for everyone inside.

The following are strictly prohibited inside ANTIA: possession, use, or distribution of illegal substances, carrying or using weapons of any kind, and bringing outside liquids into the venue. These boundaries exist for the same reason: to protect the physical safety of everyone in the space. Violation of these rules will result in removal and may lead to temporary or permanent bans.

The second expression of our commitment to safety is care. An Awareness Team, including Floor Angels, is present throughout every night, trained by Valkyrie Floor Angels, an Enschede-based organisation specialising in safety, care, and de-escalation within nightlife spaces. They are here to support, to de-escalate, and to ensure that everyone inside feels seen and held. They are not here to police. They are here to care.

If you feel unsafe, unwell, or overwhelmed, approach a Floor Angel, ask for an Angel Shot at the bar, or go to the Awareness Area. You will be supported without judgment. Where necessary, emergency services will be contacted. ANTIA operates in full compliance with Dutch law and will cooperate with law enforcement and first responders when required.

Safety is everyone's responsibility. If you witness something that feels wrong, you are expected to act by intervening if you are able, or by alerting a member of our team immediately. We are all accountable for what happens in this space. One of the biggest barriers to acting is the bystander effect: the moment when everyone assumes

someone else will step in, and no one does. At ANTIA, we ask you to resist that impulse.

The most effective interventions happen early, before a situation escalates, not after. That is why we work with the 5D method, a de-escalation approach built on the understanding that small, timely actions are more powerful than waiting for a crisis to unfold. Distract by interrupting the moment early, ask someone for directions, offer them a drink, start a conversation, shift the dynamic before it deepens. Delegate by alerting a Floor Angel or staff member as soon as something feels wrong. You do not need to be certain; early signals matter, and our team is trained to respond. Document by noting what is happening, and if it is safe to do so. Early documentation helps our team understand the full picture and support the person affected. Delay by checking in with the person as soon as you can, even if the moment has passed, a glass of water, a quiet word, the knowledge that someone saw means more than you know. Direct by addressing what is happening calmly and early, if it is safe to do so. You do not need to wait until it becomes undeniable. You do not need to be certain. You do not need to wait. We do not look away.

RESPONSIBLE PARTICIPATION

Our rules on substances are clear: possession, use, and distribution are prohibited. Our Awareness Team exists because we understand the reality of nightlife. If you or someone near you needs support, they are there without judgment.

If someone near you is excessively intoxicated or unwell, do not leave them alone. Seek help immediately from a Floor Angel or any staff member. When you do, share as much information as you can, what they have taken, how much, and what symptoms you are seeing. You will not face penalties for seeking help. The priority is always the health and safety of the person in front of you.

What we ask of everyone is conscious participation, knowing your limits, staying present, and taking responsibility for how you show up in this space. Guests who are visibly intoxicated may be refused service at the bar or asked to leave. This is a requirement under Dutch law and a reflection of our own values, not a punishment, but a protection for everyone inside, including you.

Smoking and vaping are strictly prohibited inside the venue. Beyond the health and comfort of everyone in the space, smoking or vaping indoors will trigger the fire alarm, and the costs that follow will be charged to those responsible. Designated outdoor smoking areas are available.

ACCOUNTABILITY & OPEN COMMUNICATION

We are constantly learning. What matters is that we remain open to feedback, to reflection, and to doing better.

When harm occurs, we handle it case by case, with sensitivity and care for everyone involved. Our response is always proportionate. Verbal misconduct, inappropriate remarks, offensive language, or attitudes that cause discomfort will result in a warning. Repeated or escalating verbal misconduct will result in removal. Inappropriate behaviour that affects the safety or dignity of others will result in a warning and may lead to removal depending on the severity and context. Any intentional, direct, or physical aggression will result in immediate removal and a ban. Bans range from one month to six months to a year to permanent, depending on the nature and severity of the behaviour.

Do not take matters into your own hands. Reach out to a Floor Angel during the night, or contact us at awareness@antia.nl after the fact. You can also reach us through our community channels on WhatsApp and Signal. All reports are handled with confidentiality. We will always seek to support the person affected and give those responsible the opportunity to reflect and change.

This applies to us too. We ask for your feedback, your honesty, and your patience as we grow. If something we did or failed to do caused harm, we want to know. ANTIA is not

a finished project. It is a community in progress, and we are all learning together. We do not require perfection. We require honesty and a genuine commitment to doing better. This space is built on trust. Accountability is how we protect it.

SURVEILLANCE & LEGAL OBLIGATIONS

Camera surveillance is in use throughout ANTIA in accordance with Dutch law and GDPR/AVG regulations. Footage is retained for a maximum of four weeks and is accessible only to authorised ANTIA staff. It will be shared with law enforcement or emergency services where legally required.

All visitors must comply with Dutch law while on ANTIA premises. We are obligated to uphold the law and will cooperate with law enforcement and first responders where necessary.

Under GDPR, you have the right to request access to any personal data held about you. To exercise this right, contact us at contact@antia.nl

LIABILITY

ANTIA has lockers available to store your belongings. We are not responsible for lost, stolen, or unattended items within the venue or lockers.

ANTIA uses strobe lighting, flashing lights, loud sound systems, and smoke machines. These may not be suitable for individuals with certain medical conditions, including photosensitive epilepsy. Guests are responsible for assessing their own health and comfort before entering and remaining in the venue.

Where necessary, emergency services will be contacted.

ANTIA

**stay safe,
take care,
enjoy**

THANK YOU