

## ETC Code of Conduct – Quick Reference

This Quick Reference is a concise guide to the European Theatre Convention’s Code of Conduct. It applies to all ETC-related activities and events, to ETC staff and participants, and is binding under the ETC Charter of Values, ETC Diversity in Action Code, and ETC Statutes. ETC is committed to providing a safe, respectful, and inspiring environment for theatre professionals across Europe. This quick reference supports, but does not replace, the full ETC Code of Conduct.

### Our Values

- Respect and dignity for all.
- Integrity and professionalism in all interactions.
- Cultural diversity and inclusion as strengths.
- Equality and non-discrimination.
- Collaboration and open communication.

### Zero Tolerance

- Harassment, bullying, or intimidation.
- Discrimination based on identity, belief, or background.
- Sexual harassment or unwanted advances.
- Abuse of power.

### Professional Boundaries

- Maintain professional standards at all times, including after-hours.
- Respect personal space and cultural norms.
- Avoid pressuring anyone into uncomfortable situations.
- Be mindful of alcohol, drugs and illicit substances consumption.
- Remember professional relationships still apply socially.

### Your Responsibilities

- Be lawful, respectful, and clear in communication.
- Address conflicts constructively.
- Intervene or report inappropriate behaviour.
- Support fair, impartial investigations.

- Reflect on and improve your conduct.

### Reporting & Support

- Contact ETC staff or a safeguarding contact.
- Make a confidential written report if preferred.
- ETC will investigate impartially and protect against retaliation.
- Serious cases may be referred to external authorities.

### Consequences

- Warnings or written notices.
- Removal from events.
- Suspension from ETC activities.
- Termination of contracts or memberships.
- Referral to legal authorities