

ETC Code of Conduct for Staff and Participants

(Applies to all ETC-related activities, events, and engagements)

1. Purpose and Scope

The European Theatre Convention (ETC) is committed to fostering a safe, respectful, and professional environment for all staff, participants, partners, and collaborators. This Code of Conduct applies to all ETC activities, whether in formal workplaces, rehearsal and performance spaces, conferences, festivals, online meetings, or in informal social settings connected to ETC events.

Our network spans diverse cultures, languages, and working methods. We recognise that our work often takes place in high-pressure environments, across multiple time zones, and outside of traditional office hours. Maintaining clear professional boundaries in all contexts is essential for ensuring trust, mutual respect, and the integrity of our international collaborations.

2. Governing Ethical and Legal Grounds

This Code of Conduct is legally and ethically grounded in the following binding documents of the European Theatre Convention:

- **ETC Charter of Values** (endorsed by all member theatres in Parma, 13 November 2015) – affirming our commitment to openness, equality, diversity of cultural expression, freedom of expression, and the fight against intolerance, anti-Semitism, racism, and xenophobia.
- **ETC Diversity in Action Code** (adopted in Bratislava, 1 December 2018) – committing to gender equality, diversity in artistic creation and staffing, equal pay, and inclusive organisational practices.
- **ETC Statutes** – establishing our non-profit, democratic, and culturally diverse mandate under German law, with clear aims to promote art and culture, education, and intercultural understanding.

All ETC activities, policies, and relationships must uphold these values and principles.

3. Our Shared Values

We uphold fundamental values in all ETC work and spaces:

- **Respect and dignity** for every person.
 - **Integrity and professionalism** in all interactions.
 - **Cultural diversity and inclusion** as strengths to be celebrated.
 - **Equality and non-discrimination** across all forms of identity.
 - **Collaboration and open communication**, even in challenging situations.
-

4. Commitment to Safety and Equality

ETC does not tolerate:

- Harassment, bullying, or intimidation.
- Discrimination on the basis of nationality, ethnicity, gender, religion or belief, political opinion, disability, age, family status, sexual identity or orientation, or socio-economic background.
- Sexual harassment, inappropriate touching, or unwelcome sexual advances.
- Abuse of power, whether formal or informal.

We recognise that intent and impact may differ — if someone tells you your behaviour is unwelcome, stop immediately.

5. Professional Boundaries and Social Contexts

Because ETC events often include networking activities beyond the formal programme — such as dinners, receptions, or cultural outings — we place special emphasis on:

- **Maintaining the same professional standards** during informal and after-hours events as in formal work settings.
- Respecting personal space, cultural norms, and differing levels of social comfort.

- Avoiding pressuring anyone into conversations, activities, or situations that make them uncomfortable.
- Being mindful of alcohol, drugs, and illicit substances consumption or other factors that can impair judgment.
- Understanding that hierarchical or professional relationships still apply outside office hours.

6. Responsibilities of All Participants

- **Be lawful and respectful:** Treat everyone with courtesy, even under pressure.
- **Communicate clearly:** Strive for empathy and clarity, recognising cultural and language differences.
- **Address conflicts constructively:** Speak openly about concerns and work towards fair solutions.
- **Intervene when needed:** If you witness inappropriate behaviour, address it directly when safe to do so, or report it to ETC staff.
- **Support fair investigations:** Cooperate in any review of reported concerns, and listen to all sides without prejudice.
- **Reflect and learn:** Continuously assess your own behaviour and seek opportunities to improve.

7. Responsibilities of ETC Staff and Leadership

ETC leadership and staff are committed to:

- Modelling respectful and inclusive behaviour.
- Providing clear processes for reporting and addressing complaints.
- Ensuring all participants know their rights and responsibilities under this Code.
- Taking action to prevent retaliation against anyone who raises concerns.
- Offering access to independent support services where possible.

8. Reporting and Support

If you experience or witness inappropriate behaviour:

1. Speak to an ETC staff member or designated safeguarding contact as soon as possible.
2. If you prefer, you may make a confidential written report.
3. ETC will investigate all complaints impartially, with respect for all parties.

ETC may refer serious cases to external authorities or support organisations, such as Themis e.V. (Germany) or relevant national bodies.

9. Consequences

Violations of this Code may result in:

- Warnings (verbal or written)
- Removal from an event without refund
- Suspension from ETC activities
- Termination of contracts or memberships
- Referral to legal authorities when appropriate

10. Ongoing Commitment

ETC will review this Code regularly in consultation with members, staff, and partners, ensuring it reflects evolving best practices and the diverse needs of our network. We are committed to continuous improvement in building equitable, safe, and inspiring spaces for theatre professionals across Europe and beyond.

Adopted by the European Theatre Convention Board of Directors

Date: 10.09.2025

Binding under: **ETC Charter of Values, ETC Diversity in Action Code, and ETC Statutes**