

We, the German theatres and orchestras, provide fundamental artistic input into an ever-changing society. In this respect, we not only work to preserve artistic freedom but also serve as catalysts for social progress. Based on this understanding, we have developed a

Values-based Code of Conduct for preventing sexual assault and abuse of power

This code aims to set in motion a communication process and a progressive mode of conduct for all those who work in our theatres and orchestras.

As theatres and orchestras, we have shared values. We take a clear stance and encourage each other in our efforts to stamp out all forms of abuse or discrimination. Gender equality and equal opportunities are elementary for us. We set ourselves the challenge of reflecting the diversity of our society in our establishments – i.e. in our theatres, halls and other venues – and of putting it into practice. We treat our direct colleagues with respect and esteem. We ensure that we work together with them in a spirit of partnership with the kind of social interaction where conflicts are addressed and resolved in an open manner. We strive for clear, trust-based communication on all levels of our establishments.

On the strength of this self-conception and in our role as employers, we are responsible for actively protecting our employees and artists from sexual harassment and abuse of power in the workplace.

The management and administrative/artistic directors of each theatre and orchestra have a special duty of care towards their employees in this connection. As members of *Deutscher Bühnenverein* – German Theatre and Orchestra Association – we readily assume this duty of care and see it as our responsibility to ensure, with this values-based Code of Conduct, a working environment that is free of fear and discrimination.

Harassment can be defined as crossing a line against another person's will. Certain actions may also be felt to constitute harassment without this being intended. It is therefore not appropriate to invade another person's personal space, including by:

- Forcing (or attempting to force) sexual acts through violence or the threat of violence
- Directly or indirectly threatening negative consequences if advances are refused
- Promising positive consequences in return for sexual concessions
- Showing or sending pornography
- Making insinuating and sexualised remarks, jokes and gestures
- Making derogatory remarks about the bodies, sexuality or sexual orientation of others
- Making unwanted physical contact
- Demanding sexual attention.

Based on the above values, we commit to binding rules of conduct for all employees in our establishments, regardless of their position:

- I will make a distinction between what is allowed within and outside the scope of artistic work and will not abuse the artistic freedom that this work affords.
- I will treat everyone with respect, regardless of gender, age, religion, disability, origin and sexual orientation.
- I will refrain from all forms of sexual harassment.
- I will refrain from all forms of gestural, verbal and physical abuse.
- I will use the power entrusted to me responsibly.
- I will be aware that my conduct towards other people may have a different effect than intended and will be empathic and responsible in my dealings with them.
- I will communicate clearly and unambiguously.
- I will address conflicts openly and endeavour to resolve them fairly.
- I will intervene if I witness assaults, abuses of power or inappropriate behaviour of any kind and will speak directly to the person conducting him/herself inappropriately.

Putting a stop to sexual harassment and abuse of power is a task for society as a whole and requires a cultural shift. As theatres and orchestras, we ensure a greater level of awareness for sexual harassment and abuse of power in the workplace. This Code of Conduct aims to take a further step in this direction. In order for this goal to be achieved, it is necessary for all theatres, orchestras and the institutions that fund them to take the time to examine this issue, to make a critical examination of their own processes, and to put the values set down here into practice in their own everyday activities. This also calls for supporting measures such as training and instruction. If we suspect sexual harassment or abuse, we – the German theatres and orchestras – undertake to introduce all measures necessary for clarifying the situation and protecting the persons concerned. *Deutscher Bühnenverein* assists its members in its efforts in this connection, including through its own measures, such as organising or providing training measures or getting involved in an inter-organisational support point that can be contacted by those affected.

Members, Steering Committee and Directorate of Deutscher Bühnenverein at the Annual General Meeting in Lübeck on 8 June 2018