Deutscher Bühnenverein: **Values-based Code of Conduct**
Final version from 28 October 2021

Theatres, orchestras and festivals provide aesthetic, artistic and substantive stimuli to a constantly changing society, paving the way for constitutional artistic freedom. In this connection, we – the members of *Deutscher Bühnenverein* (German Theatre and Orchestra Association), the artistic directors and operational managers and responsible bodies in federal states and municipalities – advocate a **values-based Code of Conduct** that aims to promote and strengthen a climate of tolerance and respect in our work.

We share fundamental social values. These include protecting human dignity, personal integrity and mutual respect, recognising social diversity and implementing gender equality and equal opportunities. We are responsible for ensuring that these values are also put into practice in our public institutions, particularly with respect to our employees.

It is our responsibility as employers to actively protect our permanent and freelance employees and working partners from all forms of discrimination, sexual assault, abuse of power, bullying and degrading behaviour. We do not tolerate any discrimination on the grounds of national or ethnic origin, gender, religion, ideology, political conviction, disability, age, marital status, sexual identity, sexual orientation or social background.

To give effect to these values in everyday life, we commit ourselves to the following rules of conduct, the application of which is our responsibility, including among employees:

- I will conduct myself respectfully and appropriately towards others (in accordance with the law). This also applies for the artistic work process.
- I will refrain from any form of physical, verbal or gestural aggression or discrimination.
- I am aware that my conduct towards other people may have a different effect than intended. Because of this, I will endeavour to communicate clearly and unambiguously. I will be empathic, self-critical and willing to discuss matters.
- I will use the responsibility entrusted to me conscientiously.
- I will address conflicts openly and actively take steps to resolve them fairly.
- I will intervene if I witness inappropriate behaviour of any kind and will address it directly.
- When clarifying incidences of assault or discriminatory conduct, I will help to conduct a comprehensive and open-minded investigation and listen to all parties impartially.

A positive working environment requires ongoing organisational and personnel development and the active involvement of all employees in theatres, orchestras and festivals. We undertake to reflect constantly on our own actions and attitudes and to engage in ongoing training and education as well. Only in this way are improvements possible.

As directors of theatres, orchestras and festivals, we ensure that internal structures, processes, corporate culture and leadership models are designed accordingly. As responsible bodies, it is

our responsibility to ensure that the operational and artistic directors of theatres, orchestras and festivals adhere to this values-based Code of Conduct and to assist them in doing so.

We at *Deutscher Bühnenverein* work together to help implement the objectives specified here by means of supporting measures and specific assistance. This includes, for example, external institutions like Themis e.V., which counters sexual harassment and violence. Other suitable instruments include supporting measures, e.g. setting up internal complaints offices as defined by the German Anti-Discrimination Act (AGG), information events and training, but also the ongoing exchange within association committees.

We want to continue developing this Code together on an ongoing basis and call upon all theatres, orchestras and festivals organised within *Deutscher Bühnenverein* to develop suitable instruments (based on this code of values here) that can be used in their own institutions.

Hamburg, 28 October 2021

Presidium, Board and members of *Deutscher Bühnenverein*