

# **Dachverband Tanz Deutschland (DTD) Code of Conduct for the prevention of discrimination, abuse of power and sexual assault**

## **Ethical standards of Dachverband Tanz Deutschland members**

Wherever they or their employees carry out their work, Dachverband Tanz Deutschland members consider it their responsibility to advocate for a working environment that is free of discrimination, abuse of power and sexual assault, in which they and their employees can enjoy mutual respect and appreciation. This Code of Conduct serves as the basis for such a working environment. It is binding for all Dachverband Tanz Deutschland members.

## **Dachverband Tanz Deutschland Code of Conduct for the prevention of discrimination, abuse of power and sexual assault**

With reference to Articles 1, 3 and 5 of the Basic Constitutional Law and other laws of the Federal Republic of Germany and on the basis of the ethical standards described above, <t2/>Dachverband Tanz Deutschland members undertake to observe the following binding rules of conduct for all employees, artists and trainees in their organisations and performance and training institutions, regardless of position:

- To distinguish unequivocally between ethical behaviour in professional and personal relationships and to differentiate between appropriate and permissible conduct in artistic and educational work on the one hand and in a personal relationship on the other.
- Not to exploit in any way the freedom necessary for artistic creation through abuse of power or violations of any kind.
- To behave respectfully towards everyone, regardless of gender, age, descent, religion, disability, sexual and political orientation and in particular to ensure the protection and welfare of children and adolescents through proactive and preventive measures.
- To refrain from any form of discrimination, abuse of power or sexual harassment, be it through gestures, words or physical actions.
- To use the authority and power conferred upon them in the professional context responsibly and transparently.
- To be aware that an individual's behaviour towards others can have an impact other than that intended.
- To communicate their motives and intentions clearly and unambiguously.
- To address conflicts openly and strive to resolve them fairly.
- To actively intervene should they witness discrimination, abuse of power, sexual assault or other inappropriate behaviour of any kind.
- To address inappropriate behaviour directly and, if the person in question shows no signs of understanding, to inform the relevant persons or institutions (ESK-DTD).
- To actively protect, educate and train people in positions of responsibility, employees and trainees.

- To continuously and critically examine and question internal company processes and to actively implement the Code of Conduct formulated here in their own everyday professional lives.

### **Indicators of discrimination, abuse of power and sexual assault**

For the purposes of the Dachverband Tanz Deutschland ethical guidelines, general indicators of discrimination, abuse of power and sexual assault include behaviours that violate applicable laws and/or the dignity and the will of another person, in particular children and adolescents. The following are examples of such intrusive behaviours:

- Abusing the relationships of trust and dependency that arise within artistic processes and in working relationships to advance personal interests.
- Disregarding and endangering the physical and mental health of pupils, trainees, university students and/or employees.
- Concealing, obstructing and/or failing to honour the legally or bindingly agreed entitlements of employees with respect to employers, social and accident insurance bodies.
- Discriminating against trainees, students and/or employees on the basis of their gender, age, descent, religion, sexual or political orientation, or their internal and external involvements.
- Abusing confidential information and data, for example concerning the health of a person, for illicit purposes or to gain a personal advantage.
- Promising advantages in exchange for sexual acts and threatening disadvantages as retribution for rejecting sexual advances.
- Extorting or attempting to extort sexual acts.
- Physical touching that is not directly related to the artistic work and that is performed without consent.
- Degrading touching, physical assault, coercion and the incitement to sexual behaviour.
- Showing and distributing pornography, even among adults, if not directly related to the artistic work.
- Making any kind of deprecatory, degrading or suggestive remarks, jokes and/or gestures with respect to the gender, body, religion, descent or sexual and political orientation of a person.
- Tolerating violations of this Code of Conduct, failing to report them or to actively preventing their resolution.