

Code of Conduct Festival Oude Muziek Utrecht

Mission Festival Oude Muziek Utrecht

Festival Oude Muziek Utrecht brings early music to life for everyone. We cherish artistic quality and remain open to new ideas and diverse voices. In an atmosphere of trust and curiosity, we invite people to meet one another, engage in dialogue and enjoy music together. What we stand for is connection, openness, sustainability and equality. What we do not give a platform to is hatred, exclusion and (calls for) violence.

Cultural Codes and Collective Labour Agreement

Festival Oude Muziek Utrecht endorses the [Cultural Governance Code](#), the [Fair Practice Code](#) and the [Diversity & Inclusion Code](#). We follow the [Collective Labour Agreement for Dutch Pop Venues and Festivals](#). For employees, the staff handbook applies.

To whom does this Code of Conduct apply?

This code of conduct applies to everyone involved with Festival Oude Muziek Utrecht, including employees and management, boards and the Supervisory Board, freelancers, volunteers, musicians, audiences, partners, suppliers and other stakeholders.

Vision on desirable behaviour

At Festival Oude Muziek Utrecht, we jointly ensure a safe, inclusive and respectful environment. We treat each other professionally and kindly, communicate openly and act with integrity. Everyone is approached with understanding and in a spirit of equality, so that all feel welcome, heard and valued.

We take responsibility for our behaviour, work together in a reliable manner and resolve conflicts constructively. In addition, we actively commit ourselves to sustainability, taking care of one another and of our world. In this way, we build a culture of trust, respect and connectedness.

Undesirable behaviour

We define undesirable behaviour to include, among other things, abuse of power, favouritism, discrimination, verbal intimidation/violence, physical violence, bullying, sexual harassment and unwanted physical contact, microaggressions or other behaviour experienced as transgressive or hurtful. Undesirable behaviour may occur in both physical and digital environments.

We define the above terms as follows.

- **Abuse of power/favouritism:** Misusing a role or position to obtain personal advantages or to unfairly favour or disadvantage others. Abuse of power is generally, though not exclusively, associated with authority.
- **Discrimination:** Unequal treatment, exclusion or disadvantage of individuals based on personal characteristics such as, but not limited to, gender, age, background, religious belief or atheism, sexual orientation, pregnancy, political views, and/or physical or mental condition.
- **Verbal intimidation and violence:** The use of threatening, humiliating or hurtful language or tone, including shouting, swearing or insulting, with the intent or effect of making a person feel unsafe or violated.
- **Physical violence:** Any form of physical aggression or threat thereof, such as hitting, pushing, pulling or other violent behaviour.
- **Bullying:** Repeated negative behaviour that hurts, excludes or undermines someone, directly or indirectly, verbally or non-verbally.
- **Sexual harassment:** Unwanted sexual advances, remarks, gestures or conduct experienced as humiliating, threatening or transgressive.
- **Unwanted physical contact:** Any physical contact that takes place without consent or against the wishes of the other person.
- **Microaggressions:** Inappropriate or belittling remarks disguised as "jokes," or (repeated) comments about, for instance, someone's background, appearance or other personal characteristics.



What to do in case of undesirable behaviour?

If you experience or witness undesirable behaviour, it is important to know where you can find support. Within our organisation there are several options for taking action. You may choose the step that feels most appropriate to you. Here are some options, in no particular order:

- **Talk to the person involved:** If you feel safe doing so, it may help to address the undesirable behaviour directly with the person or persons concerned.
- **Speak to an employee, contact person or supervisor:** You can share your experience with someone within the organisation whom you trust. They can help think through next steps and offer support.
- **Contact our external confidential adviser:** The confidential adviser offers a listening ear and helps explore possible actions. The contact details of the confidential adviser are known to our employees.
- **Make a formal report:** If you wish to make a formal report, you can contact the support and advisory centre [Mores](#).

All reports of undesirable behaviour are taken seriously and handled with care, respect and confidentiality. Reporting undesirable behaviour will not have negative consequences for the person making the report.

Undesirable behaviour that is deemed or suspected to fall under the Criminal Code can be reported to the police/judicial authorities.

This code of conduct is a living document: it continues to evolve as we gain new insights and remains a topic of on-going discussion within our organisation. In this way, we work together towards a safe and respectful (working) environment.