

Code of Conduct for meetings and cooperation events of the European Choral Association

Purpose

The European Choral Association wants to make sure that at its meetings and events everyone can participate in an inclusive, respectful, healthy and safe environment and be treated with fairness and dignity.

Applicability

The Code of Conduct applies to any cooperation events of the European Choral Association including its festivals, European Youth Choir sessions, conferences and membership weekends as well as meetings of the board and youth committee or team meetings. At these events it applies to all participants / persons attending (physically present or participating online) and everybody will be asked to sign upon registration that they acknowledge the code of conduct and thus commit to follow it.

Guiding Principles

The values on which the European Choral Association bases its work include diversity and inclusivity and the respect for each other. All people attending meetings and events of the association (including members of the board, youth committee and team as well as those of other commissions and committees created for specific events) are expected to treat one another with kindness and respect. Discrimination or harassment of any kind - based on race, gender, religion, sexual orientation, nationality, or any other factor - will not be tolerated, and national laws, local traditions and customs as well as cultural differences must be respected. Interactions with other people are guided by the principle of consent. Consent means asking for permission and waiting to receive a clear affirmation when your words or actions involve others. Consent is especially important when it comes to physical contact with other people.

We recognise that power dynamics or authority, can affect interactions and the ability to freely give or withdraw consent. Extra care must be taken in these situations, especially by those in positions of responsibility.

Procedures

We will do everything we can to ensure you have a safe and enjoyable time. Trust Persons will be introduced at the start of each event or activity. If anything occurs which makes you feel uncomfortable or unsafe, or if you witness any form of discrimination or harassment, please speak to one of these people about it!

You may also choose to report incidents directly to the president of the European Choral Association Dermot O'Callaghan at dermot.ocallaghan@europeanchoralassociation.org or to another member of the Executive Board (see EuropeanChoralAssociation.org -> about us).

You can also write to the secretary general Sonja Greiner at SecretaryGeneral@europeanchoralassociation.org. If you prefer, you can also report an incident anonymously through the following form: <https://forms.gle/Y1YkjcgoYU5s6jcC9>

The European Choral Association will then investigate and address the situation, also based on the wishes of the person who reported the incident. The investigation may include gathering details, conducting interviews. Following the investigation decisions and any action taken to resolve the complaint will be communicated to the person reporting and the alleged harasser as soon as possible.

Failure to adhere to this Code of Conduct may result in consequences for your participation in the event. In the worst-case scenario, you may be asked to leave.

Name: _____

Event: _____
(for example: European Youth Choir / Membership Weekend, etc.)

Function/role in the event: _____
(for example participant, singer, conductor, organiser, etc.)

☐ I have read and understood this document and will act accordingly.

Place and date

Signature