

April 2025

Code of Conduct against undesirable behaviour

De Dutch Don't Dance Division

Concepts

In this Code of Conduct, we mean Foundation De Dutch Don't Dance Division.

By employees we mean employees, interns, trainees and hired people (self-employed people) and office volunteers.

By those involved we mean clients, suppliers, volunteers and other business partners/relationships.

Code of conduct

We are a dance company as well as a training/work company in which mostly young dancers have the opportunity to gain experience. Physical contact is an essential part of dance. The major part of our dancers come from abroad and are primarily dependent on each other and the organization when it comes to social circles in the Netherlands. The organization also works in project-based dance productions with minors. We are therefore very aware of the importance of a Code of Conduct for undesirable behaviour.

We want to establish a safe working environment within our organization where all our employees and the people involved can do their work with confidence, inspiration and pleasure.

The way in which everyone interacts with each other is decisive for this.

Our organization wants this Code of Conduct to be more than just a paper document. Therefore, we place this Code of Conduct on our website, so that it is known to everyone who is part of our organisation. In addition, all employees will receive a copy of the Code of Conduct. All employees and people involved have to comply with this conduct in their relationship with, or on behalf of, our organization. When situations arise where there are differences of opinion about norms and values that are part of the Code of Conduct, these can always be discussed with the immediate supervisor.

The objectives of this Code of Conduct are:

- Combating and preventing bullying, aggression/violence, discrimination, harassment/stalking and (sexual) intimidation;
- Protecting the employee;
- To monitor and maintain the good image of our organization;
- Good employment practices.

The following principles emerge:

- Integrity
- Respect
- Loyalty

Status

This Code of Conduct has been developed on the basis of a number of legal provisions. The code derives legal status for this. The rules described here in this Code of Conduct are based on the Working Conditions Act, articles from the Civil Code and articles from the Code of Civil Procedure, Criminal law.

Scope

This Code of Conduct is intended for all employees and cooperation parties.

This Code of Conduct is transparent to all parties.

Code of conduct

Respect and equality: our organisation believes it is important that we provide all the best possible to train new dancers in order to make professional dance performances possible. For this purpose, the employees will work on the basis of their expertise and professionalism. Together, we strive as much as possible for agreement with respect for the choices that are made in the process.

In addition to being a profession, dance is an artistic form of expression that requires that everybody is treating another with respect. This also includes a degree of emotional empathy and vulnerability. This applies not only to the contact of teachers and choreographers to the employees, but also for the employees themselves and others with whom our organization maintains a relationship.

The working method is regularly discussed during the team meeting, is discussed during evaluation and performance interviews. Furthermore, it is examined whether it is being carried out properly or whether improvement is needed.

A lot is possible from an artistic freedom, but every freedom has its limits. This applies to manners as well. If someone does not comply with these rules, then measures should be taken. This could even lead to dismissal in certain situations (employee) or termination of the cooperation agreement.

To avoid misunderstandings and to show that our organisation is committed to certain values, please find below a description of what is expressly prohibited. These guidelines indicate the limits of permissible behaviour.

Harassment

Within our organization there is respect for the other, so it is not allowed to hurt, humiliate, make nasty comments, insult or swear, openly to reprimand, to ignore or socially isolate other people, to make gestures, to gossip, to criticise express on someone's personal life or damage property.

Discrimination

Any form of discrimination based on religion, belief, political affiliation, colour, physical or mental disability, nationality, sex, sexual preference or on any ground is not permitted.

Intimidation

Swearing, expressing discriminatory language or speaking with a raised voice is prohibited. Also physical manifestations such as making oneself big, getting in the way or chasing will not be accepted. This also applies to the expression of threats. Furthermore, unsolicited groping – other than in the performance of the work – is prohibited as well as the bother. In this context, excessive contact seeking can also be considered including by phone or text messages, apps, e-mails and other channels such as social media.

Sexual harassment

Any unwanted sexual attention, which is expressed in verbal, physical or non-verbal conduct, which can be both intentional and unintentional, and which is intended by the person(s) who is confronted as an undesirable and unpleasant experience, is prohibited.

Theft

- In case of theft of organizational property or property of those involved must be reported to the business manager;
- A report is made and a police investigation will follow;
- During the investigation, an employee is suspended, initially for a period of three weeks;
- Depending on the outcome of the investigation, it will be determined which measures will be appropriate.

Other rules of conduct

Furthermore, the following rules of conduct apply to employees during their work:

- It is forbidden to smoke or consume alcoholic beverages;
- It is forbidden to bring or use drugs;
- Being under the influence of one of the above during working hours;
- When intimate relationships arise during the collaboration, we strongly advise this to be shared with one of the board members. Intimate relationships between teachers and dancers will be deemed inappropriate.

Stakeholders

If an employee of our organisation who is involved in a contract or performance with a third party, experiences bullying, aggression/violence, discrimination, (sexual) intimidation or any other form of intimidation, he/she has the right to interrupt work immediately without this being an urgent reason for dismissal within the meaning of Article 7:678 of the Dutch Civil Code.

If this is the case, this must also be reported to the management.

Reporting incidents

If those involved experience undesirable behaviour, they can discuss this with the internal confidential advisor. The incident can also be discussed with the management. This will strive to resolve the incident satisfactorily. In addition, the organization offers the possibility to call in the external confidential adviser directly.

Of course, it is always possible to resolve the complaint after consultation with the confidential adviser or with the board of the organization. If a complaint relates to a board member, the employee can contact the board or the external confidential adviser directly.

In case employees have complaints, they can discuss this with the person to whom the complaint relates. If this is not possible, or the complaint has not been resolved satisfactorily, the complaint can be submitted to the business manager or a confidential advisor.

Finally

This document is about behaviour, about norms and values and about measures that can be taken. Fortunately, there is rarely any question of inadmissible behaviour. These are exceptional situations. Nevertheless, the organization considers it important to be clear about this with a view to the safety of those involved and employees.

Entry into force and repeal of the current code of conduct

The board has agreed to this Code of Conduct and it will come into effect as per April 1, 2025. The Code of Conduct can only be changed or withdrawn with the approval of the board.

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