

CODE OF ETHICS FOR PREVENTING HARASSMENT IN MUSIC AND PERFORMING ARTS INSTITUTIONS

Adopted by the NTOs Board 22/05 2018

1

As employers and/or hiring parties, membership enterprises within Association of Norwegian Theatres and Orchestras are responsible for creating safe and professional conditions for all work within the enterprise. Recruiting processes, creative processes and other particularly exposed situations demand awareness and caution from the side of the employer or hiring party.

2

All parties within work communities at Norwegian music and performing arts institutions shall show zero tolerance towards discrimination, harassment, bullying and stigmatisation.

3

All parties are responsible for maintaining a healthy work community, in which all individuals and professional capacities are treated with respect and dignity. We are all each other's work community.

4

All parties are to show respect for the individual's private life, boundaries, character and identity. No one should be subjected to unwanted sexual attention.

5

No one should abuse his or her position or power to achieve private advantages within the working relationship. No hires should be pressured to behaviour that is not naturally part of the working relationship.

6

The individual professional should be conscious of the signals he or she gives off, especially towards people with subordinate positions, and other vulnerable groups such as recent hires, replacement hires, temporary hires, children and youth. Managers in particular are responsible for maintaining a professional form of communication and should lead by example.

Management in particular is responsible for following up on the code of conduct, and to make the code known to all employees. The individual employee is personally responsible for studying the code. We further refer to each enterprise's internal routines and procedures for alerting of and handling harassment and unacceptable behaviour (in accordance with Working Environment Act, sections 4-3 and 2 A-3.)