



**Nederlandse
Dansdagen**

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#dansmetmij

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Code of Conduct – Nederlandse Dansdagen

1. Introduction

Nederlandse Dansdagen aims to be an open and respectful working organization, where people treat each other with consideration and address undesirable behavior directly when necessary (focusing on the behavior, not the person). Undesirable behavior, especially when left unaddressed, can spoil the working atmosphere and negatively impact an individual's health, self-confidence, and performance—ultimately affecting the quality of our work.

We take responsibility for creating a safe working environment for everyone involved in the organization. Transgressive behavior is not tolerated. Behavior is considered transgressive if it crosses another person's boundary—not your own.

A safe working environment stems from a healthy organization, where the development and knowledge of all employees and collaborators is central and encouraged. Everyone contributes to the goals of the organization. In a healthy organization, there is a clear vision, transparent task descriptions, task-oriented relationships built on connection, and open communication.

Nederlandse Dansdagen acknowledges that this requires continuous joint effort, and we ask everyone—from the Supervisory Board, management, and staff to visitors—to actively support this aim. We expect both staff and external parties to behave collegially and respectfully in the workplace and to remain aware of and avoid undesirable behavior, regardless of any hierarchy in roles or positions. Should a boundary be crossed—whether intentionally or unintentionally—please make space to talk about it.

This code applies to all individuals working for or involved with *Nederlandse Dansdagen*. No distinction is made based on employment status or relationship with the organization.

Sector-Specific Factors

The nature of our work involves specific sector-related factors of which we must be aware, including:

- Working in a sector with an overstretched labor market
- Working in a relatively small team, with blurred lines between work and personal life (e.g., during events or overtime)
- The physical nature of the dance genre, where physical contact is customary
- The pressure to deliver a program under strict deadlines in a compact team with big ambitions
- Irregular working hours and hybrid structures
- External societal pressure for institutions to operate in accordance with ethical and social objectives
- High ambitions often paired with limited resources
- Working in an environment that is highly relevant and impactful for artists and companies—vital for visibility and positioning



2. What Constitutes Undesirable Behavior?

General

The point of departure is the Dutch legislation, including:

- The Dutch Civil Code
- The Equal Treatment Act (Awgb)
- The Equal Treatment of Men and Women Act (Wgbm/v)
- The Sexual Offenses Act
- The Working Conditions Act (Arbowet)

For more information on undesirable behavior, visit www.szw.nl and select topics such as aggression and violence, bullying, or sexual harassment.

Based on this legislation, *Nederlandse Dansdagen* defines 'undesirable behavior' as actions—regardless of hierarchical relationships—that may lead to psychosocial work stress, including: Intimidation, sexual harassment, bullying, aggression, violence and discrimination

Reporting Undesirable Behavior

Everyone working for or involved with *Nederlandse Dansdagen* shares responsibility for maintaining a socially safe environment.

If you experience undesirable behavior, we encourage you to address it directly with the person involved. If that feels too difficult or proves ineffective, you can bring it to the attention of your manager, commissioner, or our confidential advisor.

3.1 Commissioner/Manager – for visitors, guests, or external parties without a direct employment relationship

Depending on your role, you may report incidents to:

- a. Your manager (for employees, interns, volunteers) or commissioner (for freelancers).
- b. The managing director of *Nederlandse Dansdagen*: Lobke Nabuurs via lobke@nederlandsedansdagen.nl or Supervisory board member Mavis Carrilho via m.carrilho@amsterdam.nl.
- c. Our confidential advisor (see 3.2) — especially if you want to discuss the matter in confidence first.

You may also use the external platform Mores Online (www.mores.online): the national, collective reporting center for undesirable behavior in the Dutch cultural and creative sector.

3.2 Confidential Advisor

For everyone working for or involved with *Nederlandse Dansdagen*, an external confidential advisor is available:

Vera Aarts

Email: aarts@persoonlijkechemie.nl

Phone: +31 (0)6-22487729



4. Procedure

4.1 Informal Reports of Undesirable Behavior

If you experience undesirable behavior, the preferred first step is to speak to the person responsible. If this is too difficult or ineffective, you can discuss it with your commissioner/manager as described in 3.1. If that is not possible either, or you find it too challenging, you can contact the confidential advisor (see 3.2) and share your story in confidence. Together, you can explore appropriate next steps, which may include:

- Having a conversation alone with the person involved
- Having a conversation accompanied by the confidential advisor
- Taking other informed steps with guidance

The confidential advisor will inform you of possible courses of action, with pros and cons, but will not mediate or intervene. If necessary, the advisor can refer you to a specialist.

The advantage of consulting the confidential advisor is that they are bound to confidentiality and will not share any confidential information with third parties—not even your manager or commissioner.

The confidential advisor also has the right to remain silent within the organization, meaning they are not obligated to disclose any information entrusted to them by the reporting person—even to leadership.

Both the reporter and the confidential advisor are legally protected and cannot be disadvantaged in their position due to a report.

Nederlandse Dansdagen takes every report seriously and is committed to supporting you in any situation involving undesirable behavior. You are never alone.

At every step, the privacy and trust of the reporter will be respected. The reporter retains as much agency as possible, unless their safety or that of others is at risk, or in cases where serious offenses require mandatory reporting to the police or Safe Home (Veilig Thuis). In such cases, we will protect the privacy of all involved to the greatest extent possible.

Clear agreements will be made about any follow-up steps, with the consent of all parties involved.

4.2 Formal Complaints Regarding Undesirable Behavior

If the undesirable behavior continues after informal discussions, you may consider filing a formal complaint. As a member of NAPK, *Nederlandse Dansdagen* refers formal complaints to the following address: klachtencommissie@socialeveiligheidpodiumkunsten.nl

If the complaint is deemed admissible and well-founded, an investigation will follow, including both sides being heard.

More information about this procedure can be found at:

<https://socialeveiligheidpodiumkunsten.nl/klachtenregeling/>

Depending on the outcome and severity of the situation, consequences for the perpetrator may follow, ranging from a formal warning to termination of the collaboration or dismissal.

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