

Translation from the German language:



## **Code of Conduct Anti-Discrimination**

### **Our understanding of values**

The Nationaltheater is a place where many people work together. We want to ensure that they can do so in a fear-free working atmosphere based on respect and mutual appreciation. There are special duties of care for all employees of the National Theatre Mannheim in this context. Therefore, we see it as our task to create conditions for a working climate that is sensitive to discrimination.

We work to reflect and live the diversity of our society in our theatre. It is important for us to be critical of discrimination in our workplace, both internally and externally.

- We do not tolerate sexism, racism, ableism (discrimination against people with disabilities), or any other form of discriminatory behaviour.
- We do not tolerate sexual harassment, bullying or abuse of power.

We have a responsibility as an employer to actively protect our staff and guest artists from discrimination, sexual harassment, bullying and abuse of power in the workplace, and to provide counselling and empowerment to those affected.

Overcoming discrimination, especially sexism, racism and rejectionism, as well as sexual harassment and abuse of power, is a task for society as a whole and requires a change in culture. As theatre management at the Nationaltheater, we ensure that awareness of this is raised in the workplace.

This Code is intended to be another step in that direction. In order to achieve this goal, it is necessary that all employees take the time and space to deal with the topic, to critically question their own processes and to implement the values listed here in their own everyday lives. Accompanying measures such as training and education are also necessary. In the event of suspected discrimination, sexual harassment, bullying or abuse of power, we are committed to taking all necessary measures to clarify and protect the persons concerned.

## **Definitions**

### **Discrimination**

- Discrimination occurs when a person is discriminated against, devalued or degraded on the basis of gender, physical or mental disability, racism, external and/or (alleged) cultural characteristics, name, origin, nationality, religion or belief, social origin, age, sexual orientation or identity.
- Discriminatory behaviour can take place in statements and actions.
- The decisive factor for a company clarification of or complaint about such statements and actions is that the person concerned feels discriminated against. A subjective feeling is sufficient for this.

### **Sexual harassment**

- The (also attempted) forcing of sexual acts by means of violence or the threat of violence
- the direct/indirect threat of disadvantages for refusing advances
- the promise of advantages for sexual concessions
- showing or distributing pornography
- lewd and sexualised remarks, jokes and gestures
- derogatory remarks about the body, sexuality or sexual orientation of others
- non-consensual physical touching
- the demand for sexual attention.

The basic characteristic of harassment is a crossing of boundaries that another person experiences against his or her will. Events that were not intended can also be perceived as harassment. It is therefore not appropriate to transgress the personal sphere of others.

### **Mobbing**

- Bullying in the workplace is understood to be the systematic hostility, harassment and discrimination of employees against each other, of employees by superiors or of superiors by employees.
- Bullying is characterised by repeated and prolonged harassing, bullying or exclusionary behaviour in the workplace.

### **Abuse of power**

- Abuse of power occurs when a person is directly or indirectly dependent on another person and the more powerful party deliberately exploits this relationship in a way that violates the dignity of the dependent person through words or actions, uses or threatens violence, threatens or obtains professional or other disadvantages.
- Sexual harassment and bullying can be forms of abuse of power.

**On the basis of the values listed at the beginning, we commit ourselves to binding rules of conduct for the theatre management and all employees of our theatre, regardless of position or employment relationship:**

- I behave respectfully towards everyone, regardless of gender, physical or mental disabilities, external and/or (supposed) cultural characteristics, name, origin, nationality, religion or world view, age, social origin, sexual orientation or identity.
- I refrain from any form of discrimination.
- I refrain from any form of sexual harassment.
- I refrain from any form of bullying.
- I refrain from any form of abuse of power.
- I refrain from assaults in gestural, verbal or other physical form.
- I actively intervene when I witness discrimination, sexual harassment, bullying, assault, abuse of power and inappropriate behaviour of any kind and address inappropriate behaviour directly.
- I distinguish between what is allowed inside and outside the artistic work and do not abuse freedoms of the arts.
- I treat others with respect and trust and promote a working environment in which different factual opinions and the value and dignity of each person are recognised regardless of position.
- I am aware that my behaviour may have a different effect on my counterpart than intended. I deal with this empathically and responsibly.
- I communicate clearly, unambiguously and transparently. I address conflicts openly and strive to resolve them fairly.

## Internal Complaints Management

If you are affected by or observe a violation of the Code of Conduct, report it confidentially through one of the following communication channels:

▪ To the AGG Complaints Office of the NTM <sup>1</sup> :	<a href="mailto:ntm.beschwerdestelle@mannheim.de">ntm.beschwerdestelle@mannheim.de</a> Tel.: 0621-1680-570
▪ To the Human Resources Department:	<a href="mailto:juergen.pottebaum@mannheim.de">juergen.pottebaum@mannheim.de</a> 0621-1680-558
▪ To the theatre's staff council:	<a href="mailto:personalrat-theater@mannheim.de">personalrat-theater@mannheim.de</a> Tel.: +49 621 1680-298 or +49 437 340 09 or +49 621 430 330 92
▪ To the representative for severely disabled persons	<a href="mailto:robert.vondung@mannheim.de">robert.vondung@mannheim.de</a> Tel.: +49 621 1680-430
▪ To the direct superior and/or the section of theatre management	

## External Counselling Offices

You can also obtain confidential counselling from various external sources, for example from:

▪ <i>Themis</i> Confidential Office against Sexual Violence and Harassment:	<a href="mailto:beratung@thermis-vertrauensstelle.de">beratung@thermis-vertrauensstelle.de</a> Tel.: +49 30 23 63 20 20
▪ <i>Adb</i> Anti-discrimination office Mannheim:	<a href="mailto:info@adb-mannheim.de">info@adb-mannheim.de</a> Tel.: +49 621 43 68 90 56
▪ Equal Opportunities Officer of the City of Mannheim	<a href="mailto:Zahra.Deilami@mannheim.de">Zahra.Deilami@mannheim.de</a> Tel.: +49 621 293-9675
▪ LSBTI representative of the City of Mannheim:	<a href="mailto:Soeren.Landmann@mannheim.de">Soeren.Landmann@mannheim.de</a> Tel.: +49 621 1680-430
▪ Representative for the concerns of people with disabilities of the City of Mannheim:	<a href="mailto:Ursula.Frenz@mannheim.de">Ursula.Frenz@mannheim.de</a> Tel.: 0621 293-2005

---

<sup>1</sup> Both permanent employees and persons with guest contracts can turn to the AGG complaints office.

## **Measures in the event of violations of the Code of Conduct**

### ***Advisory and clarifying measures***

- The responsible internal contact points will follow up any indication of a violation of the Code of Conduct as quickly as possible, but within a maximum of one week.
- They support and advise the person concerned in an initial meeting and provide information on internal and external counselling services.
- The facts of the case are then determined in discussions with the relevant staff members. In agreement with the person concerned, these talks take place separately or together. The discussions also serve to clarify the basic values and rules of conduct of this code.
- In consultation with the person concerned, the NTM may call in external mediators to clarify the facts or to resolve a conflict. Affected persons may also be accompanied to all talks by a person they trust.
- The talks are documented in compliance with data protection laws.

### ***Labour law measures and, if necessary, criminal charges***

- Discrimination of any kind as well as sexual harassment, mobbing and abuse of power by persons working at the NTM will result in sanctions under labour law or, if necessary, the termination of a guest contract.
- In the event of violations of the Code of Conduct by third parties (visitors, service providers, delivery services, etc.), bans from the premises and termination of contractual relationships may be imposed.
- In the case of serious violations, those affected are advised to contact the police. This can also be done by the NTM with their consent.

### ***Measures to raise awareness and strengthen those affected (empowerment)***

- In the event of violations of this Code of Conduct, the NTM can instruct its employees to participate in a workshop that helps to educate and raise awareness of discriminatory behaviour, sexual harassment or bullying, as well as to participate in mediation. The AGG Complaints Office proposes appropriate measures, which are decided together with the theatre management.
- Affected persons are entitled to the offer of an empowerment measure, for example in the form of counselling, participation in a workshop or similar measures that serve to strengthen affected persons.
- It is the task of the AGG Complaints Office to consult and decide on suitable empowerment measures together with the affected persons individually and for the individual case, as well as to guarantee the implementation of the decided measure in consultation with the theatre management within a reasonable period of time. Alternatively, those affected can contact the theatre management directly.
- The costs of these measures are borne by the NTM.

## **Scope of the Code of Conduct**

This Code of Conduct applies to the entire theatre management and all employees of the theatre, regardless of their position or contract. It applies equally to permanent employees and to persons with guest contracts. Violations by third parties (visitors, service providers, delivery services, etc.) are also consistently investigated. The theatre management and the other responsible internal departments ensure that all groups of people at the theatre are aware of the Code of Conduct.