



EAVE CODE OF CONDUCT

EAVE as an organisation runs a variety of professional workshops. We believe in the importance of human connections as these make up the tissue of our film community. Connections that are based on diversity, inclusivity and mutual respect. **Everyone attending EAVE (participants, experts and staff) are requested to sign the EAVE CODE OF CONDUCT and have the responsibility to ensure that EAVE workshops are safe and inclusive professional environments.** While we aim to foster a supportive environment, it is not possible to ensure a completely trigger-free space. Triggers are deeply personal, shaped by each Individual's past experiences, social, cultural & economic background and sensitivities. Therefore, **the EAVE Code of Conduct establishes boundaries for all attendees to ensure the content of the workshop remains professional, respectful and supportive of the diverse experiences and circumstances of each individual.**

BASELINES OF CODE OF CONDUCT

- ☆ Hurtful language, discrimination, harassment and bullying based on identity (whether race, gender, ethnicity, religion, political affiliation, background, sexuality, socio-economic class, disability or age) are not tolerated.
- ☆ All attendees at the workshops are to be treated as equal, and no form of favouritism is tolerated. Participants should actively try to avoid relying on stereotypes, prejudices, and assumptions when forming opinions about others. Remember that each participant attends the workshop as an individual human being. Do not treat individuals as 'representatives' of states, governments or the like.
- ☆ Foster a collaborative and supportive environment by respecting everyone's expressed physical and emotional boundaries.
- ☆ Use inclusive language that respects and acknowledges the diversity of our community. [See [ANNEX I: EAVE INCLUSIVE LANGUAGE STYLE GUIDE & ANNEX II: TERMINOLOGY GUIDE](#)]
- ☆ Act with integrity and honesty in all dealings. Respect the confidentiality of sensitive information.
- ☆ Maintain a high standard of professionalism in all interactions, and treat people with kindness. Be mindful of cultural sensitivities and differences in communication styles, and respect the right to different opinions.
- ☆ Maintain a workplace free from any form of harassment, including but not limited to, verbal, physical, visual, or online harassment based on one's identity.
- ☆ Take responsibility for your actions and decisions. Be open to respectful criticism, learn from mistakes and continuously strive for improvement. Support a culture of mutual respect and accountability.

VIOLATIONS OF CODE OF CONDUCT

The following actions are seen as a violation of the code of conduct:

- ☆ Public incitement to violence, hatred or discrimination of a workshop attendee on the grounds of their race, gender, ethnicity, religion, political affiliation, background, sexuality, socio-economic class, disability or age.
- ☆ Insults, jokes, defamation and threats against a workshop attendee on the grounds of their race, gender, ethnicity, religion, political affiliation, background, sexuality, socio-economic class, disability or age.



EAVE CODE OF CONDUCT

- ☆ The public expression of anti-semitism, islamophobia, xenophobia and other ideologies that discriminates, claims superiority of and disparages a workshop attendee on the grounds of their religion, race, gender, ethnicity, background, sexuality, socio-economic class, disability or age.
- ☆ The public dissemination or public distribution, or the production of written derogatory statements about a workshop attendee in documents and online environments (social media channels, such as facebook, and EAVE whatsapp groups) on the grounds of their race, gender, ethnicity, religion, background, sexuality, socio- economic class, disability or age.
- ☆ Assault on a workshop attendee on the grounds of their race, gender, ethnicity, religion, background, sexuality, socio-economic class, disability or age.

COMPLIANCE

- ☆ Upon witnessing, experiencing, or hearing of incidents of discrimination, harassment, inappropriate behaviors, or abuse at the EAVE workshops, the attendee is invited to inform a staff member, either on-site or by email.
- ☆ EAVE is there to listen and take note of the attendee's concerns confidentially, and will protect the person bringing forward the complaint and maintaining their anonymity.
- ☆ If necessary, EAVE will provide information about a third-party consultant who is separate from the film industry who can offer psychological support to those involved.
- ☆ EAVE will investigate all reports of discrimination promptly, impartially, and confidentially. Additionally, EAVE will evaluate and track participants' well-being in relation to inequity, discrimination, and safety. Attendees can report any instances of inappropriate behaviour at any given time via our [OPEN LINE OF COMMUNICATION](#)
- ☆ EAVE commits to the ongoing training of staff, experts and board members in regards to mitigating issues, anti-racism, intersectionality, empathy and equity.

CONSEQUENCES OF VIOLATION OF CODE OF CONDUCT

Any EAVE workshop attendee not respecting the code of conduct can be subject to the internal evaluation process that includes measures such as warnings or sanctions. Violations of this code of conduct may result in disciplinary action, up to and including legal action, depending on the severity and frequency of the offense (see internal processes [here](#)).

The signatory(ies) below declare(s) to have read, understood and accepted the information on this form in its entirety.

Date:

Name and signature:
