

Code of Conduct

This Code of Conduct is in place to set standards for how we behave and act towards one another within Tall Tales Company. The Code applies to all Teachers, Cast, Crew, Staff, Students, Volunteers and other users of Tall Tales Studio. This document is an evolving guideline that can, and will, change according to our and your needs and concerns.

Respect personal boundaries

We treat others with respect and acknowledge their personal boundaries.

We agree to not make inappropriate comments, use offensive language or make unwanted physical contact.

We do our best to recognize and appreciate that people have differing and diverse perspectives and experiences, and what might be considered inappropriate can differ from person to person.

Discrimination and harassment are unacceptable

We do not discriminate based on gender, race, religion, background, sexual orientation, gender identity, disability, body type or any other characteristic. We refrain from using derogatory terms.

Harassment, bullying or exclusion of others are unacceptable for us. This includes, but is not limited to: unwanted comments, stalking, unwanted advances or any other behavior that can make others feel uncomfortable or unsafe.

Consent is key

Circus is a physical artform and a lot of interactions rely on touch for throwing, spotting or supporting. Thus consent and open communication is highly important.

We make sure that consent is discussed and agreed on before engaging in physical activities or personal interactions and respect what is communicated to us. This is especially important when working with new people or groups.

No means no.

Professional Conduct in the workplace

We maintain a professional demeanor in the workplace.

We remain aware of the impact our words and actions can have on others. This could include sharing inappropriate content, gossiping or making jokes that can be hurtful.

Relationships within the company should be reported to a supervisor.

Report harassment

If you witness or are a victim of transgressive behavior, you can report this immediately through the steps described on the second page of this document.

We do our best to protect the privacy of those involved in the report, and provide a secure environment for the victim to express their concerns.

Reporting an incident

If at all possible, talk **directly to the person** that the incident concerns. We all come from different places, and it is possible to sometimes make a mistake or misjudge the effect of our actions.

If you prefer to speak to someone else in the company, you can bring up the matter with the Tall Tales artistic leaders **Maartje Bonarius and Harm van der Laan**. They will address the issue and take appropriate actions to make sure the matter is resolved and doesn't happen again. They will take into account any wishes on how you'd like to proceed. If for whatever reason you want to only approach one of them, you can contact their mobile phones.

If you prefer to talk to someone not connected to Tall Tales, you can always contact a counselor of **Mores Online** through www.mores.online. This organisation is there for the entire cultural sector and has confidential counselors you can reach out to for free. Anything you tell them is told in complete confidence. They will then together with you decide, and advise, what your options and next steps are in resolving the issue. Their website is available in both Dutch and English.

All reports will be addressed and appropriate actions will be taken to ensure the safety and well-being of everyone concerned. This might include discussions, warnings, suspensions or other actions.

If deemed necessary, the reports might be used and discussed anonymously and confidentially to improve the Code of Conduct, or to set in place improved protocols for handling future incidents.

Additionally, if you see or suspect anything else you wish to report, you can use the same contacts and resources.

Contact information:

Maartje Bonarius	maartje@taltales.nl (shared)	06-21627503 (Maartje)
Harm van der Laan	harm@taltales.nl (shared)	06-36104628 (Harm)
Mores Online	www.mores.online	