

# Code of Conduct of Combined Creatives

Established by the Board on: 01-12-2023

## A Safe and Respectful Workplace for Everyone

At Combined Creatives, we believe in the power of music, art, and culture to build bridges between diverse cultures and people of different backgrounds. We strive to create a creative and inclusive environment where everyone feels welcome and can develop their talent.

## Mission

At Combined Creatives, we work on the mission of using music, particularly percussion, to bridge diverse cultures and people from different backgrounds. Our projects are always innovative, exploring new sounds and innovative techniques

## Core Values

At Combined Creatives, the following core values are central:

1. **Respect:** We treat each other with respect and dignity, regardless of background, gender, sexual orientation, or other personal characteristics.
2. **Inclusion:** We strive for an inclusive culture where diversity is embraced, and everyone feels heard and valued.
3. **Professionalism:** We always act professionally and with integrity, both in our behavior and in our relationships with others.

## Behavioral Guidelines

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### Respectful Behavior

We expect all those involved with Combined Creatives to exhibit respectful behavior. This includes:

- Treating others with kindness and respect, regardless of their background, gender, race, religion, sexual orientation, or identity.
- Avoiding discriminatory, hurtful, or demeaning comments or behavior.
- Creating an environment where everyone feels safe and valued.

### Professional Behavior

As a participant in Combined Creatives, you are expected to exhibit professional behavior, regardless of your role or position. This includes:

- Prioritizing the artistic process and the importance of the project over personal interest.
- Being aware of potential power dynamics and dependency relationships among different participants and taking this into account in your interactions.
- Maintaining a professional distance in dealing with others and avoiding personal or emotional relationships that could compromise professional integrity.

### Communication and Openness

- We encourage open communication and expect participants to:
- Be willing to ask questions and discuss situations that are unusual or uncertain.

- Start with information, not judgments, when discussing issues.
- Maintain awareness of power dynamics and be aware that some participants may feel hesitant to discuss matters.

### **Affective Relationships**

It's important to respect professional boundaries. Therefore:

- No affective relationships of a personal or intimate nature should develop between participants, especially not with minors.
- If a relationship of a personal or intimate nature develops in a dependency situation, it must be immediately reported to the board or the trusted person of Combined Creatives, so that an appropriate solution can be found.

### **Physical Contact**

Physical contact between participants is only allowed if clear consent is given by all parties, and this must always be respectful and professional. In situations where physical contact is possible, consent should be asked for in advance. The stage and rehearsal spaces are generally not appropriate places for physical contact unless necessary for the artistic process.

### **Changing Clothes**

Changing should take place in the designated changing rooms unless there are specific situations where changing elsewhere is necessary for the artistic process. In such cases, screens or other appropriate measures are taken to ensure privacy.

## **Prevention and Organizational Policy**

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### **Agreements in Projects and Daily Management**

At the start of each project or in the context of daily management, clear agreements are made regarding behavior, physical approach, and changing clothes.

### **Setting Boundaries**

We encourage all participants to set their personal boundaries and respect each other. We teach participants how to interact respectfully with each other and encourage openness about concerns or problems.

### **Evaluation of the Code of Conduct**

This code of conduct is evaluated annually and adjusted to continue to meet our core values and mission.

### **Compliance and Measures**

Compliance with this code of conduct is essential to ensure a safe and respectful working environment at Combined Creatives. If a participant fails to adhere to these agreements, appropriate measures can be taken, ranging from discussions to disciplinary or labor law measures.

This code of conduct was established by the Board of Combined Creatives on the above-mentioned date. We strive to be an organization where everyone feels valued and respected, and where creative collaboration is central.

### **Integration of the Code of Conduct into Contracts**

To ensure compliance with this code of conduct, incorporating the code into all contracts with employees and artists is a standard procedure. When entering into a working relationship with Combined Creatives, all participants are asked to sign this code of conduct as part of their contract. This ensures that everyone is aware of and agrees to the principles and expectations set out in this code. Non-compliance with the code of conduct can lead to consequences as described in the respective contracts and in accordance with our organizational procedures.

### **Contact**

**Step 1:** Contacting the Director: If the artist or employee encounters problems or concerns related to the project, they must first contact the director of the Combined Foundation. The artist or employee can communicate their concerns to the director via [dominique@combinedcreatives.com](mailto:dominique@combinedcreatives.com).

**Step 2:** Contacting the Board: If the artist or employee is not satisfied with the response or solution provided by the director, or if the problem concerns the director, they can contact the Board of the Combined Creatives Foundation via [bestuur@combinedcreatives.com](mailto:bestuur@combinedcreatives.com). The Board will review the concerns and work towards a resolution in accordance with the principles of good governance and culture, fair practice, diversity, and inclusion.