Code of Conduct
Social Safety
Reporting Protocol

BAU considers social safety a prerequisite for artistic development. An environment in which people feel seen, heard and respected creates space for experimentation, reflection and artistic growth.

1. Why this Code of Conduct?

BAU is a place for artistic research, development, experimentation and exchange.

We work with artists, researchers, performers, choreographers, dramaturgs, technicians, producers, students, volunteers, visitors and international guests. People with different backgrounds, experiences, identities and perspectives come together here.

We believe that artistic development is only possible when people feel safe enough to take risks, ask questions, experiment, make mistakes and express themselves openly.

For this reason, BAU seeks to foster a working environment based on respect, care and mutual responsibility.

This Code of Conduct helps us to collectively take responsibility for maintaining such an environment.

Legal Framework

This Code of Conduct is informed by applicable Dutch legislation and regulations, including:
- the Dutch Civil Code;
- the Working Conditions Act (Arbowet);
- the Equal Treatment Act (Awgb);
- the Equal Treatment of Men and Women Act (Wgbm/v);
- BAU's Risk Inventory and Evaluation (RI&E) and its accompanying Action Plan.

2. Who does this Code of Conduct apply to?

This Code of Conduct applies to everyone participating in BAU's activities, including

- employees;
- freelancers;
- interns;
- volunteers;
- artists in residence;
- participants in programmes;
- coaches, mentors and advisors;
- partner organisations
- visitors;
- international guests.

The Code of Conduct applies in BAU's studios, during presentations, meetings, travel, online communication and all other activities connected to BAU.

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3. What does BAU stand for?

We strive to create a working environment in which:
• everyone is treated with respect;
• differences are acknowledged and valued;
• space is made for different perspectives;
• feedback is given constructively;
• personal boundaries are respected;
• conflicts can be discussed openly;
• people address behaviour that may be harmful to others;
• power and responsibility are exercised with care.

We expect everyone involved with BAU to actively contribute to this culture.

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4. The Specific Context of BAU

We recognise that working within dance, performance and live art brings particular challenges and responsibilities.

Artistic processes may involve:
• physical contact;
• working with intimacy;
• emotional or personal material;
• long-term collaborations;

• relationships of dependency;
• informal working and social situations;
• evening and weekend work;
• international exchange.

Artistic freedom is a core value at BAU. We recognise that art provides space for a wide range of social, political and religious perspectives and beliefs. At the same time, artistic freedom never justifies compromising the safety, dignity or personal boundaries of others.

Open communication, professional responsibility and mutual respect are therefore essential.

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5. What do we expect from one another?

Everyone participating in BAU activities is expected to:

• treat others with respect;
• be attentive to signs of discomfort;
• respect personal boundaries;
• make space for differences;
• handle power dynamics responsibly;
• address inappropriate behaviour when necessary;
• remain open to feedback;
• contribute to a safe and supportive working environment.

5a. Working Together in a Shared Environment

BAU is a shared space. At our locations, artists, makers, organisations, tenants, staff, students, visitors and other users work alongside and with one another.

A pleasant and safe working environment is created not only by preventing inappropriate behaviour, but also by showing consideration for one another and for our shared environment.

We therefore ask everyone using BAU to:

• be aware that the building is shared with others;
• greet one another and remain open to encounters;
• treat one another and each other's work with respect;
• be considerate of noise, quiet spaces and shared facilities;
• leave studios, kitchens and other communal spaces tidy;

• clean up personal belongings and waste;
• respect agreements regarding the use of spaces;
• address issues in a friendly and constructive manner when something is not working well;
• contribute to an open, welcoming and inclusive atmosphere.

Small gestures—greeting one another, holding a door open, being considerate of others and taking care of the shared environment—make a significant difference to how people experience a place.

We expect everyone using BAU to contribute to a culture of mutual respect, responsibility and care for one another and for our shared workplace.

5b. Alcohol and Substance Use

BAU is a professional place for work and exchange. Alcohol is not consumed during regular working hours unless it is part of a BAU-organised gathering, presentation, opening or other social occasion.

BAU recognises that social moments, shared meals and drinks can be an important part of artistic exchange and community building. We ask everyone to take responsibility for themselves and for one another in these situations.

At events where alcohol is served, we expect everyone to consume it responsibly and to refrain from behaviour that may compromise the safety, well-being or personal boundaries of others.

The use of illegal drugs on BAU premises or during BAU activities is not permitted.

Individuals who are under the influence of alcohol or other substances and, as a result, pose a risk to themselves or others may be asked to leave the activity or premises.

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6. Unacceptable Behaviour

BAU does not tolerate any form of discrimination, intimidation, sexual harassment and sexual misconduct, bullying, aggression and violence, or abuse of power.

Discrimination

Unequal treatment, exclusion or offensive behaviour based on, for example:

- ethnicity or origin;
- skin colour;
- nationality;
- language;
- gender identity;
- sexual orientation;
- religion;
- age;
- disability;
- socio-economic background.

Intimidation

Behaviour that causes someone to feel threatened, humiliated, intimidated or unsafe.

Sexual Harassment and Sexual Misconduct

Any unwanted verbal, non-verbal or physical behaviour of a sexual nature.
This may include:

- sexual remarks;
- sexual insinuations;
- unwanted touching;
- unwanted messages;
- sharing sexually explicit images;
- pressuring someone to engage in sexual contact.

Bullying

Repeated behaviour in which someone is belittled, excluded or put under pressure.

Aggression and Violence

Verbal, physical or digital aggression, threats or violence.

Abuse of Power

The misuse of a position, influence or dependency relationship at the expense of another person.

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7. Working with Physicality

Dance, performance and movement-based practices are inherently physical. Physical guidance, touch and proximity may form part of artistic and educational processes.

We expect everyone working within BAU to engage with the physical and personal boundaries of others with care and sensitivity, and to remain attentive to signs of discomfort.

Professional responsibility, open communication and mutual respect form the basis of these interactions.

Differences of opinion regarding artistic assignments, working methods or physical exercises can always be discussed.

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8. Making a Report

Anyone may make a report if they:
• experience inappropriate behaviour themselves;
• witness inappropriate behaviour;
• have concerns about a particular situation.

All reports will be taken seriously.

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9. Where can you turn?

Within BAU:
• Artistic Director;
• Managing Director;
• Board members.

External Confidential Adviser

BAU works with an independent external Confidential Adviser.

The Confidential Adviser:

• provides a listening ear;
• offers advice;
• provides support;
• handles information confidentially;
• does not make decisions on behalf of BAU.

The Confidential Adviser is independent and bound by confidentiality unless otherwise

required by law.

Confidential Adviser:

Name: Ralf Moerman
Email address: ralfm@protonmail.com
Telephone: +31 (0)6 41501006

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10. How does BAU handle reports?

Following a report, BAU will:

1. listen to the reporting person;
2. discuss their wishes and needs;
3. determine appropriate next steps;
4. seek external expertise if necessary;
5. take appropriate action where required.

Possible measures include:

- a conversation;
- support or guidance;
- a warning;
- termination of a collaboration;
- denial of access;
- notification of the relevant authorities.

Each situation will be assessed individually.

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11. Formal Complaints Procedure

In addition to making a report, an individual may submit a formal complaint when there is inappropriate behaviour or when a report has not led to a satisfactory resolution.

Submitting a Complaint

A complaint must be submitted in writing to the Board of BAU and should include, where possible:

• the name and contact details of the complainant;
• a description of the incident or behaviour to which the complaint relates;
• the date or period in which the incident took place;
• any relevant documents or other information.

If the complaint concerns a member of the Board, that Board member will not participate in the handling of the complaint.

Receipt and Handling of the Complaint

The Board will acknowledge receipt of the complaint within ten working days.

The Board will then determine:

• whether the complaint will be taken into consideration;
• which procedure is appropriate;
• whether external expertise or an independent complaints committee is required.

The Board aims to handle the complaint within eight weeks of receiving it. If additional time is required, the parties involved will be informed accordingly.

Independent Complaints Committee

If the nature or seriousness of the complaint warrants it, the Board may appoint an independent complaints committee.

The complaints committee shall consist of at least two independent individuals who have no direct interest in the outcome of the procedure and no involvement in the matter concerned.

The committee:

• hears the parties involved;
• may request additional information or statements;
• handles the complaint with due care and confidentiality;
• submits a written recommendation to the Board.

Decision-Making

Based on the recommendation of the complaints committee, or on the basis of its own investigation if no committee is appointed, the Board will decide on any follow-up actions or measures.

The parties involved will be informed of the decision in writing.

Possible Measures

Depending on the nature and seriousness of the complaint, the following measures may be taken:
• a warning;
• a meeting or mediation;
• guidance or coaching;
• termination of a collaboration or assignment;
• denial of access to BAU activities or premises;
• notification of the relevant authorities.

Each complaint will be assessed individually.

Protection of the Reporting Person

Submitting a complaint or making a report in good faith must never result in disadvantage to the complainant, reporting person or witness.

BAU does not tolerate any form of retaliation, intimidation or other negative consequences for persons who submit a report or complaint or who cooperate in an investigation.

Confidentiality

All parties involved shall treat the complaints procedure and the information shared during the procedure confidentially, unless otherwise required by law.

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12. Confidentiality

BAU treats all reports with care and confidentiality.

At the same time, BAU has a responsibility to safeguard the well-being and safety of everyone involved. In exceptional circumstances, it may be necessary to share information or take further action.

Whenever this is the case, it will be done as carefully as possible and the reporting person will be informed.

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13. Final Statement

Social safety cannot be created through rules alone.

It requires attention, responsibility and a willingness to listen to one another.

We ask everyone involved with BAU to actively contribute to an environment in which people feel welcome, respected and safe.