



EXPLANATION OF THE CODE OF CONDUCT

For the Prevention and Management of Discrimination, Sexual Assault and Abuse of Power

PREAMBLE: VALUES AND SELF-IMAGE

The Komische Oper Berlin sees itself as an opera house for everyone. It works with people from all over the world, and welcomes them. Gender equality, equal opportunities and appreciative, fair and respectful cooperation among colleagues, artists and guests are of the utmost importance to the Komische Oper Berlin. In this sense, all employees, regardless of their position or type of employment, should protect the personal dignity, privacy, and rights of each individual. They should be sensitive to discrimination and contribute to a diversity-affirming attitude within the company. We know that discrimination can take various forms, and that it is nearly impossible to ensure completely discrimination-free spaces. Based on this understanding, this Code of Conduct is intended to serve as a compass to counteract all forms of discrimination, sexual harassment and abuse of power. Incidents of this kind will not be tolerated at the Komische Oper Berlin.

SCOPE OF APPLICATION

Until further notice, the following guidelines apply in their currently valid version to all members of staff, employees of all levels and types of employment, as well as guests and partners of the Komische Oper Berlin. They apply to the entire spatial area of the opera house, including external rehearsal rooms and venues.

DEFINITIONS

What is discrimination?

Discrimination is the degrading disparagement and unfair treatment of people (or groups) on the basis of one or more actual or ascribed group-specific characteristics, for example:

- Ethnic or national origin, skin color, language
- Sexual orientation
- Gender and/or gender identity
- Age¹
- Religion or belief
- Visible and invisible disabilities, chronic illnesses, neurodiversity (e.g. autism or AD(H)D)²
- Social origin, education and/or status³

Discrimination can be associated with unequal distribution of opportunities and power at both the personal and institutional levels. It can be a barrier to participation in society.

What is sexual harassment?

Sexual harassment involves the exercise of power, control, and boundary violations that are based on the body, sex, and/or gender orientation of the other person. People are sensitive and vulnerable in the area of sexuality. Sexual harassment can be perpetrated through words, gestures, or actions. Comments can also be perceived as harassment that were meant as compliments or were unintentional.

This includes, for example

- Solicitations for sexual intercourse and promises of benefits for sexual concessions.
- Staring at certain parts of the body, as well as unwanted, unnecessary touching and physical proximity.
- Suggestions of and requests for sexual attention, exhibitionistic behaviors
- The unwanted showing or distribution of pornography (verbal, pictorial, digital)
- The (also attempted) forcing of sexual acts and violence
- Forced outing, i.e. revealing sensitive information of others (e.g. pregnancy, sexual orientation, trans:identity or intersex status) without permission
- Denying a person's gender (e.g., in reference to body parts, genitalia, and/or appearance)
- Derogatory, sexualized, unwanted even seemingly »positive« remarks and jokes (e.g. about physical features, assets and weaknesses, appearance, clothing or sexual orientation of others)

¹ Discrimination on the basis of age is referred to as »Ageism« in academic discourse.

² Discrimination on the basis of handicap is referred to as »Ableism« in academic discourse.

³ Discrimination on the basis of social/economic background or status is referred to as »Classism« in academic discourse.

Support and contact partners in cases of sexual harassment and discrimination

The Komische Oper Berlin encourages victims and witnesses of sexual harassment, discrimination and violence not to accept it, but rather to seek advice and support according to the Measures Act (Maßregelungsgesetz, §16 Allgemeines Gleichbehandlungsgesetz). Our contact persons for this are:

- **AGG Complaints Office of the Berlin Opera Foundation**
 - Elsa Gäbelein: beschwerdestelle@oper-in-berlin.de / 030 246 477 103
 - Antje Sander: beschwerdestelle@oper-in-berlin.de / 030 246 477 109
- **Women's Representation of the Berlin Opera Foundation**
 - Sabine Fleischer: frauenvertretung@oper-in-berlin.de / 030 246 477 444
 - Anna Tunkara (Stellvertreterin): frauenvertretung@oper-in-berlin.de
- **Conflict Consultation of the Berlin Opera Foundation**
 - Ruth Ferrano: konfliktberatung@oper-in-berlin.de / 0157 86523173
 - Anne Halzl: konfliktberatung@oper-in-berlin.de / 0176 24402590
- **Representatives for severely disabled persons of the Berlin Opera Foundation**
 - Christoph Lauer: svb@oper-in-berlin.de / 030 20354 627
 - Andreas Frohnhoefer (Stellvertreter): svb@oper-in-berlin.de
- **Confidential Office Against Sexual Assault and Violence e.V. Themis**
beratung@themis-vertrauensstelle.de
- **Federal Anti-Discrimination Agency**
www.antidiskriminierungsstelle.de

Depending on the incident, measures under labor and criminal law can be initiated.

What can I do to prevent this?

- I separate what is allowed inside and outside of artistic work and do not abuse the free spaces of art.
- I prevent discrimination and sexual harassment of any kind and promote a climate of partnership and non-violence in the workplace.
- I am aware that discrimination and sexual harassment will not be tolerated and will result in legal consequences.
- I take and bear responsibility for my words and actions and am mindful of the power vested in me.
- I address conflicts openly and contribute to a fair resolution.
- I actively intervene when I witness assaults and inappropriate behavior (e.g. in gestural, verbal, physical form) towards colleagues, employees and guests of the Komische Oper Berlin and address them directly.