



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

WHAT DO WE VALUE?

Gender equality, equal opportunities, and respectful and fair interaction among colleagues, artists and guests are of the utmost importance to the Komische Oper Berlin. All employees, regardless of their position and type of employment, should be as sensitive as possible to discrimination and contribute to diversity within the company. In this sense, this Code of Conduct forms 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.

WHAT IS DISCRIMINATION?

Discrimination is the degrading disparagement and unfair treatment of people (or groups) on the basis of their personal or group-specific characteristics. Such characteristics can be, for example: ethnic or national origin, skin color, language, religion or belief, sexual orientation, gender and/or gender identity, age, disability and social status.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment includes any discriminatory, offensive, intimidating, unwanted and assaultive behavior that is directed at the body of the other person. This includes, for example: derogatory sexualized remarks, denying gender identity, sexist jokes, sexual coercion, promises of professional benefits in exchange for sexual favors, staring at certain body parts, and unwanted touching or physical proximity.

WHERE CAN I FIND HELP IF I AM SEXUALLY HARASSED AND/OR DISCRIMINATED AGAINST?

The Komische Oper Berlin encourages those affected by and witnessing sexual assault, discrimination and violence not to accept it, but rather to seek advice and support in accordance with the Maßregelungsgesetz (Section 16 AGG). For this purpose, you can contact the Komische Oper's first point of contact: beschwerdestelle@oper-in-berlin.de. You can find a list of other contact partners as well as further information in the explanations to the Code of Conduct. The current and valid version of our Code of

Conduct can be found at <https://www.komische-oper-berlin.de/intern>. Please use this to keep yourself up to date. In the event of non-compliance with the guidelines, labor law and criminal law measures can be initiated, depending on the incident.

WHAT CAN I DO TO PREVENT THIS?

- I prevent discrimination and sexual harassment of any kind and promote a cooperative, respectful, and non-violent climate in the workplace.
- I distinguish between what is allowed inside and outside artistic work. I do not abuse the free spaces of art.
- 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 will actively intervene if I witness assaults and inappropriate behavior towards colleagues, employees and guests of the Komische Oper Berlin.

With my signature I confirm that I have read and understood these guidelines, that I acknowledge the Code of Conduct of the Komische Oper Berlin, and that I will adapt my actions to it.

Place, date

Susanne Moser
Executiv director

Signature of employee/guest

First name, surname (in block letters)