



ENCATC

The European network on cultural
management and policy

ENCATC | **Code of Conduct**



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Core principle

The following standards of behaviour apply to all ENCATC Board members, governance bodies, staff, interns, volunteers, partners, sponsors, guests, and members, as well as participants in ENCATC events, meetings, and online activities:

1. Adherence to the Code of Ethics

Whenever possible, all participants are expected to act in accordance with ENCATC's ethical principles in every professional context connected to the network.

2. Respectful Interaction

Communicate with courtesy, openness, and consideration for different viewpoints and experiences. Use inclusive and constructive language, listen actively, and avoid personal attacks or dismissive behaviour.

3. Zero tolerance for harassment

- Disruptive, harassing, threatening, or discriminatory behaviour is unacceptable. This includes (but is not limited to):
- Intimidation, stalking, or inappropriate physical contact.
- Unwelcome sexual attention or harassment.
- Offensive comments related to race, ethnicity, gender, age, sexual orientation, disability, religion, political views, or any other personal characteristic.
- Sustained disruption of presentations, events, or discussions.

4. Professional conduct in events and activities

Participants are expected to foster an environment of trust, collegiality, and intellectual openness at ENCATC events.

Academic and professional debates should be rigorous yet respectful and free of hostility.

5. Reporting and Accountability

Violations of this Code should be reported to the ENCATC Secretary General or designated Ethics Committee representative.

Reports will be treated confidentially and addressed promptly. Consequences of violations may include removal from events, termination of membership, or other actions determined by the ENCATC Board.

Commitment

By participating in ENCATC, members, partners, and guests affirm their commitment to uphold this Code of Ethics and Conduct. Together, we ensure that ENCATC remains a space of professional integrity, inclusivity, sustainability, and innovation in cultural management and policy.