



CODE OF CONDUCT

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The ARTechYOUTH project is based on the values of inclusivity, respect, and collaboration.

ARTechYOUTH is a place for acquiring new skills across diverse disciplines, co-creating with peers on topics of social relevance, and intercultural exchange among participants from diverse backgrounds. We aim to ensure that knowledge is accessible and that everyone can participate actively in society. However, we can't achieve any of this unless everyone feels safe and respected. By actively adhering to this Code of Conduct, participants will contribute to creating an inclusive environment.

All team members, lecturers, and participants are expected to foster an environment where diversity is celebrated and everyone feels valued regardless of their beliefs, gender, sexual orientation, ethnicity, or background. They will ensure that the project establishes, supports, and promotes:

- Candid and genuine communication, as well as barrier-free communication among everyone involved.
- Zero tolerance for discrimination and any kind of hate speech or harassment.
- Safe-space for sharing personal input and experiences, in order to make sure that everyone feels protected and not threatened.
- Mainstream tolerance, anti-discrimination, and inclusivity on all levels and during all the activities of the project.

This is a team-driven effort, so cooperation is key.

Participants should approach challenges with a collaborative spirit, share responsibilities fairly, and communicate professionally. Constructive feedback and open dialogue are encouraged, while conflicts should be resolved with mutual respect and a focus on solutions.

Accountability matters—participants must meet deadlines, contribute meaningfully, and respect the creative

and intellectual contributions of others. Discrimination, bullying, or any harmful behavior will not be tolerated and may result in removal from the project.

All involved in the project commit to these principles, ensuring a safe, inclusive, and productive experience for all, as well as abstaining from inappropriate behavior. This includes any harassment, including sexual harassment, of any kind. Any verbal, nonverbal, or physical behavior intended to intimidate, threaten, silence, or exert pressure is considered harassment. This includes but is not limited to:

- Intimidating, abusive, or discriminatory conduct of any kind;
- Offensive or unwelcome comments;
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- Distribution, display, or discussion of any written, visual, or graphic material, using any channel that is offensive, discriminatory, or hostile to any individual or group;
- Inappropriate physical contact and unwelcome sexual attention;
- Any other behavior that anyone should consider abusive, intimidating, discriminatory, or offensive.

If you are subject to or witness unacceptable behavior during the Immersive Art Exchange or have concerns about other conduct, please contact your designated team leader or any other team member.

The ARTechYOUTH team will treat the issue with the sensitivity and privacy it deserves and will take all relevant measures to address the situation, including the possible exclusion of the exchange, contact with the relevant authorities, and other measures.