



Stockholm, 8 December 2017

## **STREETSTAR'S VALUES, CODE OF CONDUCT AND WHISTLEBLOWER POLICY**

### **1 Introduction**

All Streetstar members, and everyone involved in or otherwise engaged in Streetstar are subject to Streetstar's values, code of conduct and whistleblower policy which sets out how individuals should act as a Streetstar members, volunteers, leaders, participants in or audiences at Streetstars events ("Members", "Volunteer", "Leaders", "Participants" and "Audiences").

### **2 Streetstar's values**

Streetstar is a non-profit organization and meeting place for urban cultural experiences and interaction between young people in Sweden and from around the world. We aim to give young people an opportunity to develop their creative abilities and themselves as well as build sound values based on democracy, respect and equality. We believe that if we give young people an opportunity to meet in culture and develop their entire creative capacity through dance and music as instruments and languages, we can help young people become strong individuals with good democratic values.

We strongly reject all forms of discrimination and abuse. Streetstar is founded on the principles of equality and accessibility for all and our goal is to create a safe dance and culture scene that is free from prejudice and where everyone is welcome and feels safe regardless of gender, race, religion, sexual orientation, age, or physical ability.

#### **This means that;**

- **Streetstar has zero tolerance for sexual harassment.**
- **Streetstar rejects and condemns all forms of harassment and anyone who may act offensively to other individuals.**
- **Streetstar stands behind everyone's right to be treated equally regardless of gender, ethnicity, religion, sexual orientation age, or physical ability**
- **Streetstar stands behind the principle of everyone's equal right in society.**



## 2. Code of Conduct

2.1 Streetstar does not accept any form of discrimination or harassment. Streetstar's values and the general principle of all peoples' equal rights must be respected at all times and no Member, Volunteer, Leader, Participant or Audience may violate our values or principles.

2.2 All people's right to their own body, integrity and life must be respected and no Member, Volunteer, Leader, Participant or Audience may ever disrespect such rights.

2.3 All laws must be respected. All suspicions of crimes will be reported to the police.

2.4 All Streetstar events are drug-free. Alcohol may only be consumed on special events, provided that the people who consume alcohol are of legal drinking age and that the venue in which such consumption takes place has an official permit to serve alcohol.

2.5 All activities of Streetstar shall be conducted in accordance with Streetstar's environmental policy.

## 3. Whistleblower policy

3.1 In the event that a Member, Volunteer, Leader, Participant or Audience member suspects that there is (i) a breach of Streetstar's values and/or Code of Conduct, (ii) violation of law, or (iii) other misconduct, this should be reported immediately to [skyddsombud@streetstar.se](mailto:skyddsombud@streetstar.se). Reports can also always be made to the board, individual board members or a leader in place at Streetstar's events and may be done in writing or orally.

3.2 Any retaliation against a Member, Volunteer, Leader, Participant or Audience member who reported suspicions as described above is strictly forbidden.

3.3 After a report is filed as described above, Streetstar will investigate the circumstances in order to determine whether the claim can be substantiated. If what has been reported can be substantiated, Streetstar will take appropriate disciplinary action depending on the severity of the incident and the circumstances in each case. Examples of such actions are issuance of warnings, termination of assignments or suspension from Streetstar. The above does not apply to the breach of law, since anything illegal will be reported immediately to the police for investigation and Streetstar, in that case, does not conduct any investigation of its own in the initial stage. If you feel that you need support or guidance from Streetstar's personnel in connection with, or after filing a report, this can be arranged through our safety representative (Sw. skyddsombud).

## 4. Changes

4.1 This policy can be amended by the general meeting.