

CODE OF CONDUCT IHMS

The Holland Music Session & Festival Foundation (IHMS) values a safe social environment for students, volunteers, and paid employees (including teachers and accompanying pianists). The touchstone for this is this code of conduct, based on the principles and values appropriate to IHMS.

1. Starting points

- The love for music and the goals of IHMS are what binds all those involved in IHMS.
- Everyone who is active within IHMS has a responsibility to behave in a way that does not negatively affect others within IHMS.
- All involved ensure a safe environment for everyone.

2. Values in behaviour

- Everyone who is active within IHMS has an eye for the interests of the organization as a whole.
- Employees and volunteers of IHMS are aware of differences in responsibility and control (position of power), especially where participating students are concerned.

3. Code of conduct

- All those involved within IHMS treat each other with respect.
- No one makes improper use of his or her position within the IHMS organization.
- Everyone who is active within IHMS refrains from any form of undesirable behaviour in the field of (sexual) intimidation and/or transgressive behaviour, bullying, discrimination, aggression or other undesirable behaviour, abuse of power (whether or not of sexual nature), abuse of information or powers, fraud, and corruption.
- The (appearance of) mixing of personal and business interests is avoided by all involved.

This Code of Conduct was adopted by the board of IHMS on January 13, 2022.