



International conference,
10-12 April
Antwerp



Joint effort safety framework

**22 February:
1 day training with Plan
SACHA**



**22 February-14 March:
each team processed
the learnings into
customized framework**



**20 March:
feedback session with
Plan SACHA**

SACHA

**Safe Attitude
Contre le Harcèlement
et les Agressions**





In the framework of the conference...



- Psycho-social safety paramount...
- Opening slides in each session
- Safety charter
- Protocol
- Briefing of the team
- Experiment and work in progress



Engagement Statement



- The topic of safety is at the heart of the conference
- Discover the values in the charter



WELKOM!

Vier dagen lang
snuif je hier de unieke
sfeer van circus op
- voor én achter de schermen.

Iedereen is welkom op MAD Festival,
ongeacht huidskleur, gender, seksualiteit,
religie, achtergrond, taal, overtuiging,
afkomst, eigendom, geboorte, leeftijd,
eventuele beperking of andere status.

We creëren een uitdagende ontmoetingsruimte,
met respect voor ieders fysieke én mentale
grenzen. We vinden het belangrijk dat iedereen
zichzelf kan zijn en zich vrij, veilig en gerespecteerd
voelt. Ook dat is *a circus state of mind*.

Voel je je toch oncomfortabel of zie je iets
gebeuren? Aarzel niet om één van onze
medewerkers aan te spreken. We hebben
voor elke melding een luisterend oor
en nemen actie indien nodig.

Klaar voor een verrassende
duik in het circusgewoel?

**Let's go
MAD!**

MAD FESTIVAL

WELCOME TO MAD FESTIVAL!

We wish you four inspiring,
nurturing, vibrant, exciting days
of circus - both in front of and
behind the scenes.

Everyone is welcome at MAD
Festival, regardless of skin color,
gender, sexuality, religion,
background, language, belief,
origin, ownership, birth, age,
any disability, or other status.
We aim to create a challenging
meeting space, respecting
everyone's physical and mental
boundaries. It's important to us
that everyone can be themselves
and feel free, safe, and
respected. That too is a circus
state of mind.

If you feel uncomfortable or see
something happening, don't
hesitate to approach one of our
staff members. We're open to
listen to every report and take
action if necessary.
Ready for a surprising dive into
the circus bustle?

Let's go MAD!

MAD CONVENTION

**This is circus
This is training
This is our circus
state of mind**

Respect

- ◊ I respect everyone
- ◊ I foster a positive, motivating,
and challenging atmosphere
- ◊ I refrain from making hurtful
remarks and mind my words
- ◊ I ban discrimination and provide
everyone with equal opportunities
- ◊ I respect the boundaries of others
- ◊ I respect the privacy of all
participants and colleagues
- ◊ I have respect for the equipment
and use it correctly
- ◊ In case of problems or difficult situations
with colleagues, students, parents,
or clients, I take active steps to address
them or actively seek a constructive solution

Safety

- ◊ I ensure a safe environment,
both physically and psychosocially
- ◊ I ensure that physical and emotional
boundary-crossing behavior and
abuse do not occur
- ◊ I make it clear that bullying
is unacceptable. I eliminate all
forms of aggression and violence
- ◊ I never work under the influence of
alcohol or other substances that could
endanger the safety of our students
- ◊ I understand that risk and safety
go hand in hand
- ◊ I do not bring glass into the training room

Training

- ◊ I lead by example as a trainer/employee
- ◊ If I am late for
a workshop,
I take care of my
warm-up myself
- ◊ Inviting or challenging to push boundaries
is good, I do not pressure others
- ◊ Take the floor and give the floor, we share
this training moment with everyone



Code of Conduct employees

Every employee, freelance worker, volunteer, temporary employee, intern, involved in the organization of Arenberg, OLT Rivierenhof or MAD Festival is expected to:

Treat everyone as equals, regardless of gender, gender expression, skin color, age, social or cultural background, level of education, body type, or any other personal characteristic.

No discrimination, gossiping, or bullying, nor any behavior of a sexual or discriminatory nature that makes someone feel offended, bullied, humiliated, or intimidated will be tolerated.

Everyone contributes to a work environment where everyone feels respected, valued, and safe.

Address each other when you notice that a colleague, partner, or visitor is a victim of non-integral behavior. Also, address each other when the code of conduct is not being followed.

Be aware that diversity and inclusion are core values of our organization.

Recognize the importance of contributing to an open and transparent work climate, and strive to be an ally for anyone experiencing feelings of insecurity.

Alcohol consumption during working hours is not permitted, nor is it allowed to work under the influence. Illegal drugs are not permitted.

Fraudulent and/or knowingly unlawful actions, financial-economic crime, and (deliberate) violation of laws and regulations will not be tolerated and will result in sanctions.

Reporting unwanted behavior, (suspicion of) fraud, or other internal or external integrity issues can be done with the confidential advisor at the mobile number [...].



Nondiscrimination statement to third-party partners

The involved parties commit themselves to not discriminate against anyone on the basis of gender, age, sexual orientation, marital status, birth, wealth, belief or worldview, political conviction, language, health condition, disability, physical or genetic characteristics, social status, nationality, so-called race, skin color, descent, national or ethnic origin, or trade union conviction in carrying out this assignment. They ensure this both with regard to their own staff internally and with regard to third parties, such as participants, visitors, external collaborators.

If a staff member of any of the involved parties engages in discrimination, bullying, violence, or unwanted sexual behavior during the execution of the assignment, the involved party will take the necessary measures to put an end to this behavior and, where necessary, restore the victim's honor. Employees with hierarchical responsibility will ensure compliance with this commitment. In the event of any possible complaint in this regard against any of the involved parties, they will fully cooperate with any investigation conducted by a discrimination reporting center or another organization, in the case of Kunstenlab, appointed by the Flemish government.

The involved parties also ask all their staff to be alert to discrimination, bullying, violence, or unwanted sexual behavior, in the sense that they should immediately report cases they witness to an employee with hierarchical responsibility. The involved parties undertake not to exert pressure on their own staff who are victims of discrimination, bullying, violence, or unwanted sexual behavior by a visitor or a third party to refrain from filing a complaint.



A young boy is performing a high-wire act in a city square. He is suspended horizontally in the air, holding onto a blue rope with both hands. He is wearing a light-colored patterned shirt and dark blue pants. The background features a mix of modern and classical architecture under a bright blue sky with scattered clouds. In the foreground, there are white tents with red and white logos, and a sign that reads "El Circo Dell'Fuego".

ELL CIRCO D'ELL FUEGO

El Circo D'ell Fuego is a harbour for **circus professionals with the ambition to inspire** adults and youngsters through circus.

We focus on **discovery** (of circus), **self-development** (through circus) and **entrepreneurship** (in circus), with a special focus on the diverse society we live in.



SAFETY AT THE CORE OF OUR ASSOCIATION'S POLICY

SG 1 DISCOVER circus, whoever you are

OG 1.1 Experience circus: deploy 'see-do', *everywhere*

OG 1.2 The basics: what we do is qualitative and safe, *always*

OG 1.3 Circus in a metropolitan context: let's include, *everyone*

SG 2: DEVELOP: circus as a goal, or tool

OG 2.1 Circus as goal: facilitate youngsters in becoming circus professionals

OG 2.2 Circus as connection: ECDF as platform for exchange and friendship

OG 2.3 Circus as tool: how we use circus to develop specific competences

SG 3: DO – live circus!

OG 3.1 A home for professional circus teachers: facilitate sustainable careers

OG 3.2 An open harbour for circus artists: support professionals

OG 3.3 A pioneer for circus in Flanders: focus on safety and new disciplines



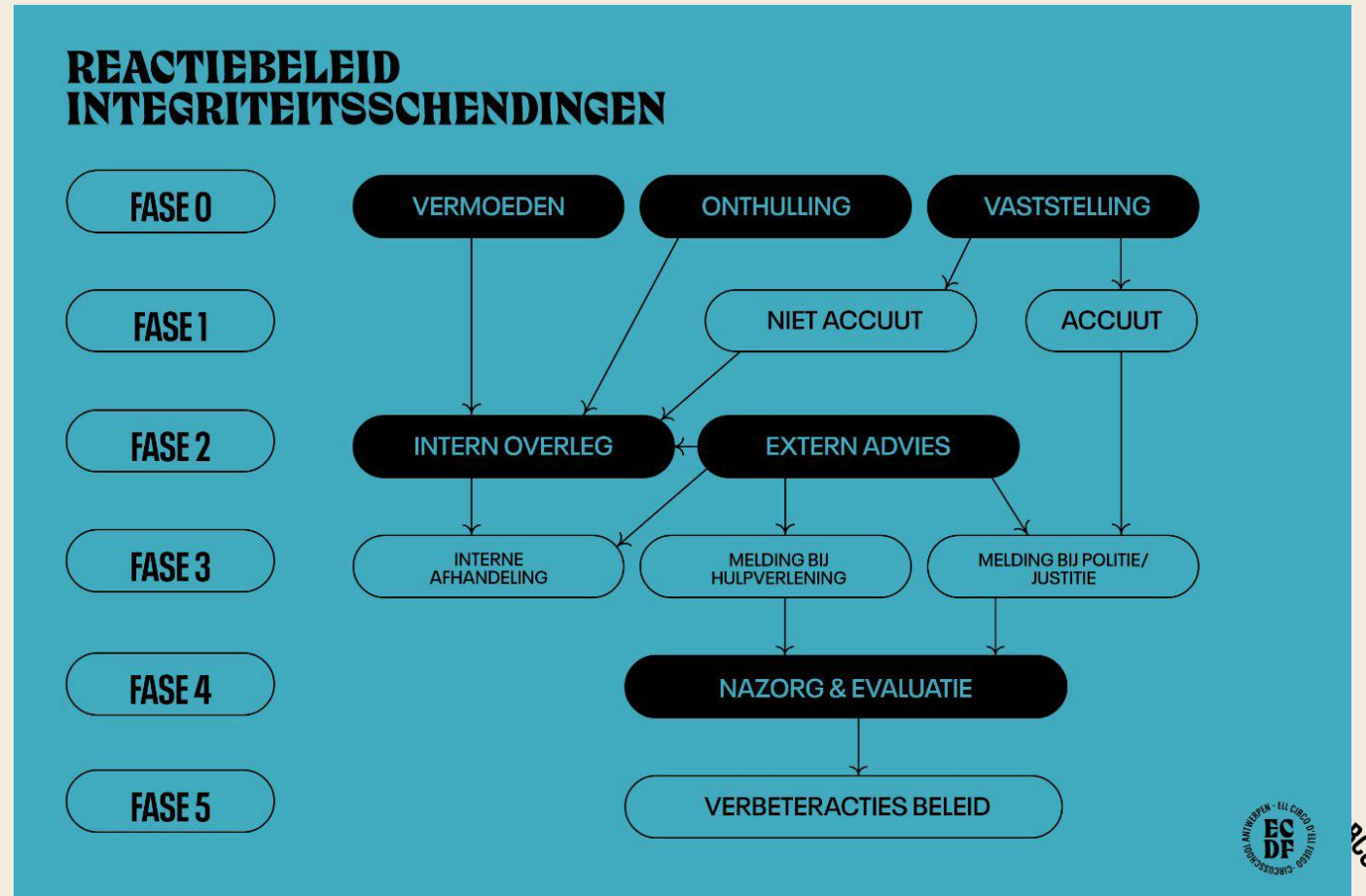
PSYCHO SOCIAL SAFETY: API (ICP) and ST-API

Integrity Contact Person / Confidential Advisor

Joris Herweyers — tel + email

Ann Nicolaï — tel + email

The Integrity Contact Person (ICP) is the **first point of contact** for anyone who has a question, comment, complaint or other message related to **transgressive behavior, such as bullying or discrimination, and physical and sexual integrity**. The ICP listens to your question or story and handles your report in confidence. He/she refers you to the right instances if necessary or provides you with advice on possible next steps.



PSYCHO SOCIAL SAFETY: TRAUMA INFORMED APPROACH

To work trauma-informed means that you always take into account:

Everyone can have profound experiences, which can cause their stress system to be confused.

This starts with a switch in attitude:

From “what’s wrong with you?” to “what happened to you?”.

