

CODE OF CONDUCT AWA DANCE

We have set out the expectations we have of our people through this Code, which aims to show you what it means to be part of the charity AWA DANCE (Advancing Women's Aspirations with Dance). We value and appreciate what you do for our organisation, and want to inspire the commitment of our people around our vision of a world where women, girls and those who consistently live and identify as women, regardless of the gender assigned to them at birth, get empowered as leaders of today and tomorrow.

In practice, this means that in the work that we do in the UK (and abroad), all of our people at the AWA DANCE are expected to act in accordance with this Code. "Our people" in this Code refers to employees (UK-based and overseas delegates), freelancers, consultants, volunteers, interns, staff-on-loan and those working under our name and legal status. We aim to ensure that organisations and individuals with whom we work reflect our values. This Code also applies to individuals with whom the organisation has a close but indirect association, such as staff of partners acting in cooperation with us.

We are committed to providing you with a safe, inclusive, empowering and collaborative environment. This Code highlights ten key areas of professional conduct, and ensures that we uphold the highest ethical, professional and quality standards in the support we provide to our beneficiaries.

Our people at AWA DANCE must:

- 1) Bring to life (understand, engage and share) the **five AWA DANCE values** when working in and outside the organisation (Dream big, take Action, Navigate the world, Create an artistic and leadership voice and Empower yourself and others)
- 2) Understand the **core intersecting areas of our work: Leadership + Dance + Women** (those who consistently live and identify as women, regardless of the gender assigned to them at birth)
- 3) Lead any activity based on **our leadership approach**, focused on empowering, transformation, adaptability, intersectionality, empathy, inclusion and equality
- 4) Treat all people with **dignity and respect**
- 5) **Respect all people equally**. We have an ethical and legal responsibility to celebrate and champion equality and diversity. We have a zero tolerance policy towards harassment, bullying, abuse, discrimination, exploitation or violence
- 6) **Be humble**: Remember that someone else may misinterpret your actions, no matter how well intentioned, and be prepared to be humble
- 7) Being **responsible, transparent and accountable** for all of our actions
- 8) We expect our people to declare any gifts or hospitality, and to **manage any conflicts of interest** according to our internal process
- 9) Treat all information and data (including photographs and video footage) with sensitivity. Respect people's right to **personal privacy**
- 10) **Challenge unacceptable behaviour** and report all allegations/suspicions of abuse to the relevant child & vulnerable adults protection lead