

MIOB - Code of Conduct

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Introduction

The MIOB Code of Conduct is set up to uphold and improve a respectful and sustainable festival and working environment, both within the context of collaboration within the festival network and the respective festival structures. While every festival member commits to the shared MIOB network Code of Conduct, each partner festival also implements its own individual Code of Conduct. Individual festival regulations have to accept the values defined in the MIOB Network Code of Conduct and cannot violate it.

All MIOB members inform their staff (including volunteers), audiences, guests and cooperation partners about the existence of the Code of Conduct, and it is implemented in communication with all parties involved.

The Code of Conduct should help raise awareness among festivals and set an example for good practice for a fair and welcoming festival (working) environment. The Code of Conduct: promotes a safe, inclusive and welcoming environment for all categories; addresses that there is zero tolerance for vulgar, aggressive and discriminatory speech, violence and harassment; stresses the boundaries of people and the need to support each other.

The Code of Conduct helps to address blurry zones in internal and external communication and behaviour, not only during periods marked by stress and high expectations, but throughout the entire year. It encourages everyone within the festival network and beyond to be more mindful of their own actions as well as of what is happening around them. It provides clarity and raises awareness of personal and professional boundaries, including those that come with certain professional roles.

Principles

1. Inclusive & Safe Environment

We are committed to providing a safe, inclusive, and harassment-free environment for everyone, regardless of gender identity and expression, sexual orientation, disability, physical appearance, race, age, nationality or religion. This includes being mindful of personal and professional boundaries. There is zero tolerance for vulgar, aggressive and

discriminatory speech and any form of violence or harassment. We are constantly working towards a festival atmosphere that respects the dignity and safety of our participants, staff, artists or guests and we take immediate action, if those values are violated.

2. Equality & Professionalism

We treat everyone with equal respect and uphold the same expectations for all, regardless of their professional role or status and the same is expected from all festival participants (in particular the topics listed under section 1). Staff members act as ambassadors for the festivals and the festival network and their behaviour reflects on the whole organisation. Non-aggressive and non-abusive behaviour — including verbal interactions — is essential.

Professionalism in all member interactions is a core pillar of our network. We embrace regional distinctions and value the richness of diversity in all its facets. We are dedicated to fostering an environment of mutual learning, where intercultural expertise opens up new perspectives and the appreciation of our differences is at the heart of everything we do.

3. Clear & Respectful Communication

Within the network and at the individual festivals we communicate openly, respectfully, and with empathy. This includes good internal as well as external communication practices, addressing misunderstandings early, and being mindful of the impact our words and actions have on others.

In a multilingual environment, we practice patience and support one another in finding the right words to ensure mutual understanding. For us, constructive feedback is perceived as essential for development and growth. In our network critique is always directed at an idea or a process, never at a person.

Communication within MIOB and the individual festivals emphasizes a culture of transparency, the efficient sharing of relevant information, and an openness to—as well as a proactive approach to—asking questions when work processes are unclear. This includes addressing mistakes on an equal footing in order to learn from them and collectively establish best practices.

4. Collaboration, Support & Reliability

Our network is built on the pillars of collaboration and consistent reliability. To ensure professional collaboration under these conditions, the members of the network commit to holding regular meetings.

We work collaboratively, support one another, and behave with reliability and accountability. We minimise unnecessary pressure and foster teamwork that is considerate, solution-oriented, and strives toward a shared goal.

We believe that by supporting one another—especially through regional challenges—we create a resilient ecosystem. We hold ensure that every partner can depend on the strength

of the collective. Together, we transform individual expertise into shared success through active co-creation.

In times of unforeseen crisis, our network serves as a safety net. We maintain open channels of communication to provide rapid response and communal support.

5. Confidentiality & Accountability

A safe space for exchange requires discretion.

We respect confidentiality where required. We treat all shared challenges and internal festival insights with the utmost confidentiality.

We take responsibility for our actions and the commitments we make to the network.

Everyone is accountable for contributing to a respectful work environment and for upholding the Code of Conduct within the festival network.

Risks

Festival work often involves stress – sometimes amplified because of financial pressure or lack of resources, hectic moments, and unclear boundaries — especially in networking spaces where the lines between personal and professional can blur and power dynamics between established figures and newcomers become more visible.

To counter these risks, we aim to foster a culture that rejects aggression and embraces respectfulness, openness, and politeness, ensuring that everyone — including volunteers and the youngest staff members — feels safe to contribute new ideas and constructive feedback.

Pre-Existing Guidelines

- Declaration of Human Rights
- EU Labour Law
- All applicable data protection regulations (GDPR)
- UNESCO Sustainable Development Goals (SDGs)
- The MIOB Charta
