

# Code of Conduct – 2023

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## **A. OUR VALUES**

*The European Union Youth Orchestra was created to reflect and embody the ideals of the European Union in an orchestra with the highest possible level of world-class excellence. Therefore, everyone directly involved in the EUYO Community – players, guest artists, tutors, management team, board and advisory council – should dedicate themselves to creating and maintaining a safe, welcoming, inclusive, diverse and healthy environment, with a culture of mutual respect and consideration that helps everyone to thrive at this level without fear of being the subject or object of unacceptable behaviors or their consequences.*

*These values mean that we ask and require everyone, as a condition of membership and/or working with us in a voluntary, freelance or employed category, to commit to working together in the following ways:*

### **RESPECT OTHERS**

- *Treat each other with courtesy, politeness, kindness, and respect;*
- *Always be helpful and polite;*
- *Have a can-do attitude in everything we do;*
- *Never accept behaviour that may be offensive when directed against us or others and take positive action to ensure that it is challenged and/or reported*

### **COMMUNICATE WELL**

- *Listen to what each other has to say before expressing your viewpoint in a calm and considered manner;*
- *Be aware of your body language, the tone of your voice, your demeanour and your expression in all your interactions*

### **EMBRACE CHANGE**

- *Encourage all change that helps us make the best use of our resources;*
- *Learn from our experiences;*
- *Look to constantly improve everything we do whether players, guest artists, tutors, management team, board or advisory council.*

### **RECOGNISE SUCCESS**

- *Say thank you, praise others and recognise everyone's contribution;*
- *Take pride in delivering the best you can;*
- *Share and learn from each other;*
- *Encourage new ideas that help us to be the best we can*

### **WORK TOGETHER**

- *Work together to achieve what is best for our shared experience;*
- *Support each other;*
- *Consider other people's perspectives to help reach harmony;*
- *Never marginalize, isolate, exclude or leave anyone out. Instead, assist in bringing everyone together*

## B. PRACTICAL GUIDELINES

Below we list the guidelines to help everyone understand, in detail, which we consider should be adhered to in order to support our values. We ask you to remember that as a member of the EUYO Community you are in a privileged position, and are an ambassador not just for your country, but also for the EU.

### Time-keeping:

- Is not just about being on time for a rehearsal or a bus, it is also about filling in forms etc., on time. One person being late can delay up to 120 colleagues. If, with a group of 120 people, you are 5 minutes late, then that is the equivalent of 10 hours (120 x 5 minutes) of collective time wasted.

### Rehearsals:

- **Music Preparation** - You will receive copies of all repertoire in advance of any project. It is your responsibility to practise and familiarise yourself with each piece of music – both your notes, but also the piece itself - so as to begin a project fully prepared.
- **Markings/Bowings** - When marking up your music please use a light pencil only - never colour or pen. Please be aware that, a lot of music is hired from publishers and therefore shared with other orchestras. For that reason only add necessary markings/bowings to your part, nothing else.
- **Rehearsal Timings** - You should ensure that you arrive in plenty of time to be prepared, fully warmed up and tuned for the session you are about to be part of, well in advance of the time given as the rehearsal start time.
- **Rehearsal Language** - All rehearsals will be taken in the English language. Please ensure that, whenever possible, you only speak in English in rehearsals, and please feel free to always ask if you are not sure what something means. When a group of players speak in a non-English language together in a rehearsal, it can feel - and be - very excluding for someone who does not understand that language.
- **Food and Drink On-Stage** - Only bottled water with a tightened lid is allowed onstage and in rehearsal rooms. Food on-stage is strictly prohibited at all times.
- **Orchestral Layout** - You can, of course, discuss and ask questions of the Stage Management team about the layout. But please be aware that they will have discussed it many times, including with the conductor, before you arrive. Do not move any chairs or stands without their permission.

### Hotels & Accommodation:

- **Breakfasts** - Please do not take food from the breakfast rooms. All meals will be supplied, or you will be given a per diem. Please do not make a packed lunch from the breakfast buffet. Some hotels will charge us if they see this happening.
- **Guests in Rooms** - If you want someone to come and visit you on tour, please check with the Orchestra or Tour Manager first. You must not assume that people can stay in the room with you and your roommate. Your roommate may just be being polite in saying it's OK!
- **Practising in Rooms** - Practising in Hotel Rooms is generally not allowed. We never ask for formal permission to practice in the rooms, as the default answer is always no. Please therefore use discretion, and think of other people in the rooms around you, as they may not be members of the Orchestra. If in doubt do ask us on the WhatsApp group.
- **Noise** - Room parties are strictly not allowed. We work hard to start or maintain a business relationship with the hotel/accommodation and this cannot be jeopardised by complaints from other hotel guests.

## Meals and Food:

- You will have been asked to submit any dietary requests when you fill in the acceptance form. Please keep to the meals that you asked for as the requests to the restaurants, hotels etc. are sent to them weeks before we arrive.
- Please always be aware of your colleagues and any special diets. It's really most upsetting to your colleagues with special diets to reach their turn and find out that their food has run out.

## Health and Wellbeing:

- On some projects there will be the chance to sign up for one to one sessions for massage, Pilates, yoga etc. If you sign up, please attend. If you need to cancel, please let the staff know, as there may be a waiting list. Please do not give the session to a friend, but instead let the staff know.

## Smoking:

- We would ask that you think of others if you are a smoker. Do not smoke near doorways or at outdoor dining tables. Smoking is simply not allowed inside, and we must always follow the smoking rules set by venues, rehearsal spaces and hotels.

## Alcohol:

- Please be aware that some people, cultures, and also nationalities you will be working and socialising with may have a very different approach with regards to what is considered acceptable alcohol consumption. Nobody should encourage anyone else to drink alcohol if they do not appear comfortable with it. It is also the case that everyone on an EUYO project has a duty to drink responsibly.

## Socialising:

- Nobody at any time should find themselves in a situation where they are uncomfortable or feeling pressured. If someone says 'No' to whatever situation they are in, and however quietly they say it, it means **NO**. If someone asks you to leave them alone, please respect that instantly.
- Please be aware that your sense of humour may not be funny to someone else. Mutual respect is crucial to us all.

## Travel:

- When travelling with the Orchestra, everyone is an ambassador for the EUYO, and also for the European Union. It may not be easy to realise that you are perceived in this way. Therefore, we should all take great care to ensure that we do nothing that reflects badly on this role of an ambassador when travelling, or indeed in public anywhere.

## General Respect:

- Our values commit all of us to working collaboratively with a sense of real respect for each other, and those whom we meet along the way.

## C. YOUR AGREEMENT

By signing our Agreement and taking part in EUYO activities, everyone gives their agreement to the above values and guidelines, agreeing thereby to take **personal responsibility** to comply with the details of it, and demonstrating active commitment to ensuring the upholding of these values. We therefore all agree that the following are **unacceptable behaviours**:

- Insults, name-calling and offensive language and gestures;
- Inappropriate jokes;
- Ridiculing and undermining behaviour;
- Isolation, non-cooperation, or deliberate exclusion;
- Intrusive questions or comments about a person's private life;
- Spreading rumours or malicious gossip;
- Inappropriate comments about a person's appearance;
- Inappropriate or unnecessary physical contact;
- Physical assault or threats of physical assault;
- Intimidating, coercive or threatening actions and behaviour;
- Unwelcome sexual advances;
- Sexually suggestive behaviour, or compromising sexual invitations or demands;
- Racial harassment – including racist jokes;
- Verbal or written abuse including non-communication or silent treatment;
- Deliberate and/or inappropriate exclusion from social events or day to day activities;
- Victimisation because of someone's gender or gender identity, race, disability, sexual orientation, age, religion or other beliefs;
- Abuse of power by anyone in authority;
- Incitement of others to commit harassment;
- Use of text, multi-media message or social networking sites to converse about or post derogatory messages about someone;
- Inappropriate and derogatory remarks in connection with someone's performance;
- The use of inappropriate and/or offensive images, literature, pictures, books or videos and recordings to bully or harass others;
- Unnecessary and degrading references to someone's sexual orientation, gender identity or their perceived sexual orientation or gender identity;
- Systematic ostracism or exclusion from normal conversation in the work environment, or work-related social events;
- Deliberately withholding information to embarrass someone or make them look foolish.

Thank you for your time reading, considering and agreeing to this **EUYO Code of Conduct 2023**.

### EUROPEAN UNION YOUTH ORCHESTRA

**Honorary President** Roberta Metsola, President of the European Parliament | **Co-Founders** Lionel & Joy Bryer  
**Founding Music Director** Claudio Abbado | **Chief Conductor** Vasily Petrenko | **Conductor Laureate** Bernard Haitink  
**Co-Chair** Ewa Bogusz-Moore | **Co-Chair** Martijn Sanders | **Advisory Council Chair** Sir Ian Stoutzker | **Secretary General** Marshall Marcus

**Head of Honorary Patrons** Ursula von der Leyen, President of the European Commission | Charles Michel President of the European Council  
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