

Code of conduct

The P&B strives to create a safe, relaxed and friendly environment for all persons involved in the activities and life of the club. The P&B asks everyone who participates in the events (artists, guests, members, employees ...) to respect each other, to be aware of the cultural differences that exist in such an international context, to support each other and to be friendly in order to maintain this atmosphere, which is at the core of the P&B's values. If individuals witness behavior that they believe violates the standards set out in this Code of Conduct, even if they are not the direct victim, they are encouraged to raise this through the process outlined in the protocol below. A truly safe environment can only be achieved if everyone actively contributes to it. The following Code of Conduct is based on the underlying philosophy of respecting each individual's right to dignity, privacy, integrity and safety, and ensuring their right to equal and fair treatment in their professional and private lives.

This Code of Conduct applies to all individuals participating in activities organized directly by P&B or as a collaborative event, both onsite and online, including telephone communications and digital exchanges, and will be enforced wherever P&B activities are conducted. Examples of unacceptable behavior covered by this policy include:

- Discriminatory behavior or comments based on age, gender, ethnicity, religion, sexual orientation, political beliefs, nationality, marital status, disability or any other reason;
- Sexual harassment in any form, including but not limited to unwanted sexual advances, requests for sexual favors, unwanted physical touching, assault, inquiries or comments about a person's sex life;
- Physical and verbal abuse in all forms;
- Offensive, intimidating or otherwise offensive behavior, including but not limited to bullying and cyberbullying, inappropriate or unwanted comments about a person's physical characteristics or appearance, isolation and exclusion, gossip, spreading rumors and name-calling;
- Any other action that is perceived as inappropriate by a person or makes a person feel uncomfortable.

Reporting protocol and disciplinary measures

The P&B is committed to an efficient and safe process for reporting violations, including:

- The right of individuals to report incidents they have either directly experienced or observed without fear of negative consequences or retaliation, including protection from retaliation;
- The timely reporting of all incidents without a statute of limitations. In the event of violence, victims should immediately notify the police and/or emergency services;
- The victim's right to confront the harasser (if possible) and speak up about the inappropriate behavior without fear of retaliation, at the time of the incident or at a later time, with or without a confidential contact person present;
- A clear line for reporting incidents to a designated and trained person (confidentiality contact) that is established and made known to all members and persons attending events. The person of trust can be an internal P&B person or an external specialist who ensures the confidentiality of the process and acts as a mediator if necessary. The person of trust can be an internal P&B person or an external specialist who ensures the confidentiality of the process and acts as a mediator if necessary.

- Incidents can, if the victim permits, be reported by the person of trust to the board of the association, which will then decide immediately on possible disciplinary measures. If the incident involves a member of the association or staff or if there is any other conflict of interest, the persons concerned will not be involved in this discussion or decision;
- Depending on the severity of the incident or its repetition, disciplinary action may include formal warnings and/or the immediate exclusion of an individual from an event and/or the prevention of an individual from participating in future activities and/or the prevention of an individual from using the P&B's or the event's communication tools;
- If the individual is a member of the Association, depending on the severity of the incident, the P&B Board may temporarily exclude the member from membership until the AGM is required to vote on the exclusion in accordance with the P&B Constitution (Termination of Membership).
- To report incidents, please contact the relevant P&B evening service, i.e. the person who checked your ticket at the entrance and assigned you your seat. You can also reach someone at the ticket office by telephone during the event on 01/512 88 11. You can reach the P&B management on 0664-302 53 68.