COPENHAGEN PHIL - CODE OF CONDUCT

Power and position

At Copenhagen Phil, we want to prevent violations that occur based on power and position.

We are always aware of what is respectful and acceptable behavior in the relationships and situations we are part of.

because…

At Copenhagen Phil, we want our informal tone to be maintained, and that everyone can safely interact with each other. This requires us to be aware of our behaviour and of how it is experienced by others.

Our relationship with other people is crucial to what we can allow ourselves to say and do in their company.

It is crucial that we all use our common sense and exercise good judgement.

Downgrading /disparagement

At Copenhagen Phil, we want to prevent violations that occur through disparagement/ denigration

We treat, address and refer to each other with respect.

because…

At Copenhagen Phil, we want a culture where everyone is valued and recognized.

Diversity across gender, ethnicity, job function, age, seniority, sexual orientation, differences in opinion and culture
etc. is a necessary and valuable source of development, innovation and creativity.

ExclusioncIn

At Copenhagen Phil, we want to prevent violations that occur through exclusion

We are accommodating and attentive to each other.

We give everyone the opportunity to be part of the social and professional community

because…

At Copenhagen Phil, everyone must feel included in the workplace. It is OK to say no to participate, but everyone should feel invited and welcome.

When we set up a team, it is legitimate to opt in and out on a factual basis.

Non-objective exclusion from social and professional communities have the character of bullying. Exclusion on the basis of gender, ethnicity, personal opinions, age, etc.

Unwanted sexual attention

At Copenhagen Phil, we want to prevent violations that occur through unwanted attention.

We behave properly and considerately and are careful not to overstep each other's boundaries.

We help each other to speak up when necessary, and act on it when our boundaries are violated.

because…

At Copenhagen Phil, sexual harassment can never be
are accepted – regardless of whether it is ourselves or a colleague who suffers.

It can be difficult to say no to unwanted sexual attention.

Therefore, we must be aware that our statements and actions may be perceived as transgressive to others.

Aggression

I At Copenhagen Phil, we want to prevent violations that occur through aggression.

We keep the constructive and respectful tone, even when we have something critical to say.

because…

At Copenhagen Phil, the way we communicate with each other is crucial to how we collaborate. If we communicate condescendingly or disrespectfully to each other, the collaboration is characterized by mistrust and insecurity.

However, a trusting collaboration does not mean that we have to agree on everything. There must be room for clear speech and professional disagreements as long as the

Who do I go to? If you experience violations, contact your immediate manager, AMO or union representative. Read more about reporting violations through the whistleblower scheme at www.copenhagenphil.dk

COPENHAGEN PHIL

Hele Sjællands Symfoniorkester