

EMC Non-Discrimination & Anti-Harassment Policy

The European Music Council (EMC) is dedicated to principles of inclusion and fairness and has a commitment to equality in representation and opportunity at events and within the structure of the association. This includes actively seeking the representation of and input from members of diverse backgrounds to develop greater inclusivity in the organisation. To this end, during the planning, implementation and constitution of events, and the conduct of business relating to the EMC, committees, working groups and individual members of the Association should consider and apply principles of equality and diversity to the fullest possible extent to ensure that no individual is disadvantaged as a result of factors or status such as:

- Age
- Citizenship status
- Disability
- Economic status
- Employment status, such as full-time, part-time, retired, unemployed, free-lance
- Gender identity and expression
- Geographical origin
- Marital status
- Membership category and status
- Nationality
- Parental and care-giving status
- Physical appearance
- Professional standing / role or position within organisation
- Race and ethnicity
- Religion and belief
- Sexual orientation
- Social class

Discrimination or harassment of colleagues will not be tolerated in any form. If you are being harassed, or notice that someone else is being harassed, please try to communicate your perceived issue to the person yourself, ask for help from the community, ask for support from a trusted peer, or inform a board member. Harassment includes: offensive verbal comments, sexual images visible in public spaces, deliberate intimidation, stalking, harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

Non-Discrimination & Anti-Harassment Policy at Conferences

Discrimination or harassment of colleagues, conference participants or staff will not be tolerated in any form. Conference participants violating this rule may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers.

Harassment includes: offensive verbal comments, sexual images visible in public spaces, deliberate intimidation, stalking, following, harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please try to communicate your perceived issue to the person yourself, ask for help from the community, ask for support from a trusted peer, or inform a board or conference staff member. The EMC and conference host colleagues are concerned to assist those experiencing harassment to feel safe for the duration of the conference.

Participants are expected to follow these rules at all conference venues and conference-related concerts and other social events.

This policy has been drafted upon the example of the EMC member European Association of Music at Schools (EAS), we thank the EAS for the kind permission.