



NATIONAL THEATRE OF GREECE

NATIONAL THEATRE - CODE OF CONDUCT

April 2022

Code of Conduct Notice

What is the Code of Conduct?

The Code of Conduct is a new addition to the set of rules governing the operation of the National Theatre. Under its provisions it intends to ensure an environment of work, education and activity free from any form of discrimination and unethical behavior, and especially free from violence and harassment.

It does not impose penalties but encourages and makes it easier for people to disclose any unethical conduct in a transparent and confidential manner.

Who is covered by/subject to the Code?

All and everybody.

What behaviors are considered unethical under the Code?

The Code refers to the following behaviors as being unethical:

- Against honor and reputation.
- Harmful to physical and mental health and integrity.
- Harmful to sexual freedom and dignity.
- Harmful to the work and educational status.
- Originating in discrimination, racism, intolerance.
- Against the property, integrity and interests of the Theatre.

There are cases where it is marginally doubtful whether there is harmful intent behind a certain behavior. Similar behaviors can be judged differently depending on the specific circumstances and on the specific capacities. It is also true that not every behavior you see as unpleasant is unethical. **One should be guided by their sincere conviction that they have been faced with unethical behavior.**

Procedure for reporting unethical behavior/incident

- A closed envelope must be first filed to the "Code of Conduct Special Protocol". This Protocol service is situated in the building of the Administrative Department of the Theatre. To further enhance confidentiality, the report should only be in writing, not sent by email.
- The envelope may be delivered by any person, not necessarily by you or a Theatre employee
- The envelope may simply be marked as "CODE OF CONDUCT SPECIAL PROTOCOL". The envelope is not required to indicate your name on the outside.
- The envelope must contain a written report on the unethical incident, your name with signature authenticated and the name(s) of those persons considered to be involved in the incident. **Anonymous reports will not be examined and will be automatically archived.** Signature authentication is required so that there is no case for someone to submit a report using someone else's name, which is legally and morally unacceptable.
- The envelope may contain any other documents supporting the report.

- Should you raise the issue of harm caused to your health, a medical opinion will also be required.

Until the envelope containing the incident report is unsealed by the Standing Committee (which is predicted to be done within a maximum of 10 days of report submission), no one will be aware that such report has been filed or what incident has been reported.

Any persons who will be reviewing or forwarding the envelope undertake the obligation of confidentiality, and there are very serious penalties in place in case of violation.

What is the Standing Committee and what is the Inquiry Committee?

The Standing Committee shall ensure the proper implementation of the substance and procedures of the Code, but will not be reviewing itself any specific incidents. It is a seven-member committee established and existing independently and is not involved in the above-mentioned incident report, nor shall it decide upon it. It is composed of members of the Theatre Workers' Union, the Hellenic Actors Union, the Teachers' Association and the Students' Association of the Drama School of Theatre. The Administrative-Financial Director of the Theatre is also a member of that Committee.

Any incident that goes against ethics shall be examined by a three-member Inquiry Committee. **The members of the Inquiry Committee shall be appointed each time by lot** from of the Standing Committee (except for the Administrative-Financial Director who does not participate in any Inquiry Committees), from the members of the Board of Directors of the Theatre Workers' Union, and from the Heads of Departments of the Theatre. Also, due care shall be taken to ensure that the members of the above committee are not specially connected to you by friendship nor are they hostile towards you.

The Inquiry Committee shall not impose any penalties but it shall prepare an informed report on the conclusions drawn from the inquiry process related to the incidents and testimonies.

The findings shall be forwarded to the competent bodies of the Theatre so that any appropriate measures are taken and respective penalties are imposed, if necessary, as well as any such other appropriate action for remedy.

What can I do after the inquiry process begins?

You shall be entitled to appoint an observer so that they are informed about the progress of the matter without having to personally attend all the work of the Inquiry Committee.

The reporting person shall be entitled to seek psychological support, which will be provided at the expense of the Theatre.

The reporting person may accept mediation procedure. In this context, various forms of resolution can be proposed before the issue of the final report is issued, such forms being of an amicable/agreeable nature, such as an apology declaration in writing, taking back any statements previously made, recognizing adequacy at work.

Note: *Every effort has been made for this English translation to be fully faithful to the original Greek text. In cases of discrepancies between them, even if only as a doubt, the wording and the meaning of the Greek text prevail.*