

**NATIONAL THEATRE**  
**NATIONAL THEATRE CODE OF CONDUCT**  
**January 2022**  
**BRIEF SUMMARY - EXPLANATION BY ARTICLES**

- **Article 1**

This article describes the values behind the Code, i.e. which are the guiding and interpretative principles that shaped the content of the Code and how its application should be organized.

The article reflects the will of its authors that the provided protection of the critical legal goods should be at the highest level set out in other applicable provisions, and that the application of the Code does not restrict any other right granted by the legal order.

The Code contains general provisions but also itemizes by case, that is, it provides for arrangements through examples that often cover repetitive behaviors in the daily operation of the Theatre. To ensure the most accurate interpretation, these two methods (general clause and itemization by case) must be combined.

- **Article 2**

This article defines the persons and behaviors to which the Code shall be applied by place, time and subject. The aim is to apply it to all relationships that contain behaviors associated with the operation of the Theatre. Special reference is made to the protection of minors. The article should be interpreted also with reference to Articles 20 and 25.

- **Article 3**

This article contains definitions of terms and concepts that contribute to the understanding of the legal approach in the text. The definitions are based on existing provisions and generally aim at implementing the declared intention to maximize the protection of all legal goods.

- **Article 4**

This article references the general clause of unethical behavior that is subject to control under the Code. Even if an act does not fall under more specific forms described in other articles of the Code (seq., mainly 5-12), it can be subject to control under this article. It means that it is an 'umbrella provision' (general clause) intended to cover those cases that are not covered by the examples (itemization by case) of the following articles.

- **Article 5**

This article describes acts that are damaging to the person's honor and reputation as well as the means used to cause such damage. Special reference is made to the possibility of the act being

committed on the world wide web. It is expressly stipulated that any behavior associated with exercise of professional duties assigned by the Theatre shall not be subject to control. This article cannot thus constitute a basis for doubt ***without other factors present, such as any other specific condition and concurring reasons***, the work hierarchy, the teaching work or the internal organization of a production.

- **Article 6**

This article describes acts that are damaging to the health of the person, with special reference to non-visible or not-directly-identified damage. The Code construes health as a good that is not limited to just the physical integrity. The medical examination is a necessary means of proof as it can provide evidence of the damage caused and, in fact, in as close to the time of the incident as necessary.

- **Article 7**

This article describes acts against goods, in particular, sexual dignity and sexual freedom. Entering into a romantic relationship is not discouraged in the Code, unless it involves minors. However, the Code focuses on the criterion of covert unlawful influence, which makes the result unacceptable. In other words, a major criterion is whether any means were used by the person subject to the Code as part of their work or other relationship with the Theatre in order to persuade or coerce the recipient of the behavior.

- **Article 8**

This Article describes acts specifically against the right arising out of the contractual or other relationship that the recipient of the behavior has with the Theatre. In other words, the state of the affected person as a counterparty of the Theatre is protected as an independent good. This protection does not deprive the person of the protection provided to them under other provisions of the law (e.g. labor law).

- **Article 9**

This article describes acts motivated by the prohibited discrimination of people, under any criterion. Therefore, it provides a generalized framework of protection against racism and classifies control and disapproval of certain specific behaviors as arbitrarily discriminatory.

- **Article 10**

This article describes acts against the Theatre as a legal person. In other words, unethical behavior can occur against not only natural persons, but also against the Organization itself. As regards these cases, the Code recognizes special competence of the Board of Directors. Special reference is made to the conflict of interest as a specific situation of damage to the Theatre (that is, where the interests of a person as a private individual go against those they must serve in the Theatre).

- **Article 11**

This article does not describe any act as such, but does describe specific objective and subjective conditions that help the inquiry in case of doubt. This is based on the belief that similar behaviors manifested under different conditions or in different capacities (e.g. relationships of control, teaching hierarchy-related, exam assessment procedure, etc.), are assessed in a completely different way. That is, when there exist certain specific circumstances, a certain behavior that is not objectionable by nature may become objectionable

- **Article 12**

Further to the preceding Article 11, the Code provides tools to help prevent harm or doubt in the course of establishing unethical behavior. Meaning, that where a behavior is objectively susceptible to conflicting interpretations, it is recommended that these "rules of normality" are followed. These rules are thus tools for preventing damage, but also tools for a posteriori interpretation of the will of the parties. If these rules were followed, it is strongly presumed that the parties involved did not intend to harm another person.

- **Article 13**

Any act falling under Articles 4-10 (in the context of both Articles 11 and 12) is unethical and, as such, constitutes a disciplinary offense. With this classification, the entire Code automatically becomes part of the Organization's disciplinary law.

- **Article 14**

The 7-member Committee of this article (**Standing Committee**) is established to ensure the correct application of the Code in a generalized manner. It does not investigate incidents and does not rule on disciplinary offenses. It preserves and safeguards the substance and processes.

Its composition reflects all the "dynamics" of the Theater as a living community of distinct population groups (workers, artists, professors, students, administrative bodies), but with common principles in a relationship of full equality. ***It thus becomes clear that the application of the Code is a matter of collective institutional consent and co-operation and not an exercise of managerial right.*** The Committee is assisted by a Legal Advisor.

- **Article 15**

This article establishes the right of every person to report an incident that falls under the provisions of the Code and to request its investigation. The Code of Conduct Special Protocol deals exclusively with the written documentation relevant to the application of the Code.

- **Article 16**

In this article, the procedure for exercising the right to report is organized in detail, i.e. the mechanism for submitting a report. Provisions are made to maintain the reporting person's anonymity until the envelope containing their report is unsealed, so that access to the mechanism is facilitated, and undue pressure on filing such report is prevented. Moreover, this article sets out specific regulations on the representation of minors (under 18 years old). The preparatory acts for the setup of the Inquiry Committee of the reported incident are also described.

- **Article 17**

This article sets out how the **Inquiry Committee** is constituted and how it operates. The Inquiry Committee is different from the Standing Committee of Article 14 and differs by incident (that is, it is an “ad hoc” committee and not permanent).

In order to ensure transparency and impartiality in the operation of the Inquiry Committee, the option preferred here is that the committee is set up in an official manner, but not in advance. In other words, not to have the identity of the members defined in advance, but it should be the outcome of a specific process based on two combined criteria:

- a) On one hand, the criterion of officially defined categories, that is, identifying groups of persons (instead of certain individuals) from which the selection of members will be made.
- b) On the other hand, the criterion of randomness, **as the selection from each group is carried out by successive interdependent selection by lot.**

This way, the persons who will investigate a specific reported incident are appointed in a completely official manner which, however, reduces to almost zero any possibility of external interference in its investigative work.

At the same time, detailed provisions are made, mainly in anticipating obstacles and issues of compatibility, so that the members of the Inquiry Committee do not show a special relationship of bias (positive or negative) with the persons involved in the incident being examined.

- **Article 18**

The Code recognizes that the investigation of an incident is a process in which those involved may need the assistance of an assignee with specialized knowledge (legal, psychological, technical) to defend their interests. This article specifies the conditions and application of such appointment.

- **Article 19**

The article defines the procedure for investigating the incident and the evidence and other means of implementation available to the Inquiry Committee. Rules of the internal operation of the Inquiry Committee are defined in line with its ad hoc nature and composition. Specific methods of redress

and restitution based on mutual understanding and amicable settlement are suggested and recourse to mediation as an established alternative dispute resolution is encouraged.

After the end of the investigative and concluding processes, the Inquiry Committee shall draw up a concluding report. The report lists the actions taken as part of the procedure, as well as the justification and any the procedural history, contains reasons and any divergent views, and is forwarded to the Theater body/person in office of the Theatre responsible for exercising disciplinary control. The Committee is assisted by a Legal Advisor.

- **Article 20**

Transitional provisions are included for situations pending at the time of entry into force, and an opt-in clause is introduced to include an earlier dispute within the scope of the Code. The article must be read in conjunction with Article 25.

- **Article 21**

The rules for revising the Code (after the first year, and then every two years) are foreseen on the basis of a documented implementation assessment report as prepared by the Standing Committee.

- **Article 22**

The article defines the mechanism, based on which, the Code, in addition to being a text of internal operation of the Organization, also becomes contractual law in its relationships with the natural persons with whom it enters into contract. Adherence to the Code is, in addition to ethical, also a contractual obligation of these persons.

- **Article 23**

Dissemination of the content of the Code across the Theatre community is expressly established as the duty of the Standing Committee.

- **Article 24**

Confidentiality is expressly established as an independent obligation of the persons involved in the implementation of the Code. Violation of this obligation constitutes a disciplinary offense.

- **Article 25**

Technical and procedural details regarding the entry into force of the Code are regulated. The article must be interpreted in conjunction with Article 20.

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**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.*