

# EUROPEAN MUSEUM FORUM CODE OF CONDUCT

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This Code of Conduct has been developed to help us create safe, welcoming and inclusive spaces and experiences at the annual European Museum of the Year Awards (EMYA) and across European Museum Forum (EMF) and EMYA digital platforms.

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EMF/EMYA is centred on the principles of supporting excellence and innovation in European Museums and a commitment to sustainability, democracy and human rights. As part of this commitment, we want our events and spaces to be as inclusive and welcoming as possible and that means everyone feeling valued, respected and supported.



# WORKING TOWARDS INCLUSION

As we work together, we expect and encourage all participants and users to:

- Behave in a mutually respectful and thoughtful way, and to listen carefully to other people – being kind and courteous and not bullying or using hate speech
- Be mindful of how others might be feeling – be alert for cues that a person is uncomfortable with a situation or conversation and respond appropriately
- Respect other people's privacy – participating in physical and digital spaces requires mutual trust. Authentic, expressive discussions make participation great but may also be sensitive and private. Content, views and images should not be shared without permission.

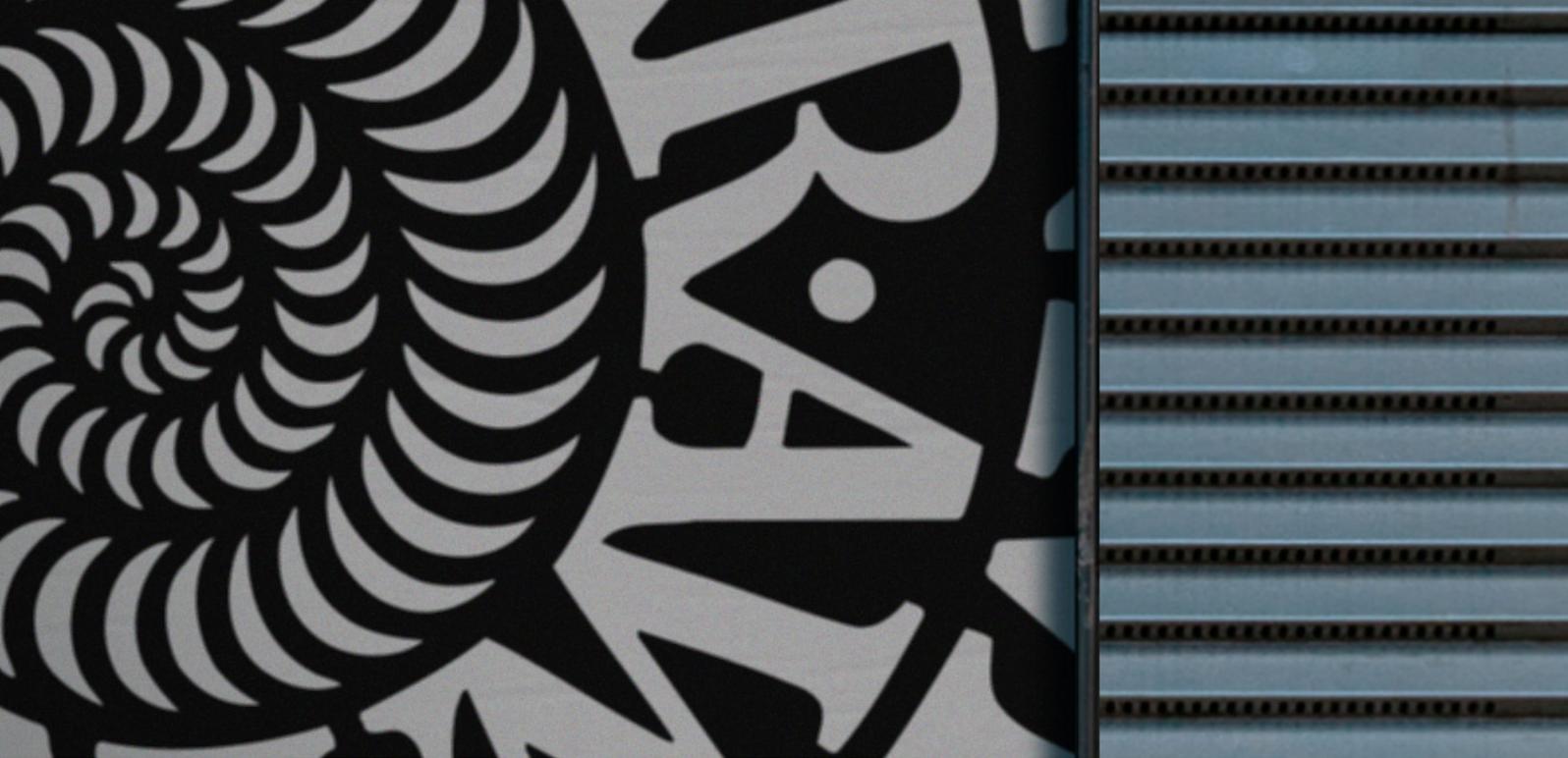
## DISCRIMINATION AND HARASSMENT

We recognise that certain people have experienced and still experience disproportionate discrimination and harassment. This is because of the way society responds to characteristics such as age, ethnicity, disability, sex, religion or belief, and sexuality.

In addition, certain people have benefited and continue to benefit from privilege, whether they are aware of it or not. Privilege means that people are less likely to face harassment – or be aware of it.

Some examples of harassment are:

- Physical contact without consent or after a request to stop
- Comments, posts or actions that minimise a person's lived experience, identity or safety
- Deliberate misgendering, e.g. to purposely call a transgender man 'her'
- Continuing a conversation when someone has signalled that they are uncomfortable
- Deliberate 'outing' of a person's identity without their consent, e.g. making and stating assumptions about a person's sexuality
- Unwelcome sexual attention
- Deliberate intimidation or stalking of any kind
- Collection or distribution of harassing photography or recordings
- Threats or acts of violence
- Racist language and assertion



## **LETTING US KNOW**

If you experience or are witness to any of the above behaviour, please contact [emf@europeanforum.museum](mailto:emf@europeanforum.museum)

## **WHAT HAPPENS NEXT**

We will not tolerate discrimination or harassment of any kind. Anyone asked to stop any discriminatory or harassing behaviour is expected to comply immediately. We may act to redress anything that is disruptive or making the environment unsafe for participants, including removing the participant and their content from digital or physical spaces.

Anyone engaging in the behaviours outlined above may be subject to removal from our events with no refund and may be excluded from future events. In addition, we will follow national procedures for reporting hate crimes if they occur.

## **ATTRIBUTIONS**

This code draws upon and is informed by the knowledge and expertise of:

Theodore W Allen; American Alliance of Museums; Cambridge English Dictionary; Detroit: The Radical Education Project; WEB Du Bois, 1935 Black Reconstruction in America; [everydayfeminism.com](http://everydayfeminism.com); [gov.uk](http://gov.uk); Lisa Kennedy, Emma MacNicol, Donata Miller; Museums Association Transformers alumni; NYC Revolutionary Youth Movement; Oxford English Dictionary.

# DEFINITIONS

**Cisgender** – denoting or relating to a person whose personal identity and gender corresponds with their birth sex.

**Disclosure** – the act of making something known. Only the individual concerned has the right to disclose things about themselves and their identity. People should not have disclosures made about them and they should not feel pressured to disclose things about themselves.

**Identity** – who a person is, or the qualities of that person that make them different from others.

**Lived experience** – a person's first-hand experience. Widely used in social justice, mental health, health and homelessness settings as a way of recognising and acknowledging the expertise that comes from experiencing something directly.

**Outing** – public disclosure of an aspect of a person's identity.

**Privilege** – a set of unearned benefits given to people who fit into a specific social group. Ideas around social and psychological privilege experienced by white people were written about in the 1930s by WEB Du Bois and expanded into the idea of 'White Skin Privilege' during the American Civil Rights movement in the 1960s by Theodore W Allen. It is used today as a way of thinking about how power operates in society. The idea that some people have more privilege than others is still the subject of debate almost 100 years after being introduced.

**Social justice** – the objective of creating a fair and equal society in which each individual matters, their rights are recognised and protected, and decisions are made in ways that are fair and honest.

**Stalking** – the Crown Prosecution Service defines the following behaviours as stalking, when part of a course of conduct (carried out repeatedly or with intent to harass):

- Following a person
- Contacting, or attempting to contact, a person by any means
- Publishing a statement or any other material relating to or purporting to relate to a person or purporting to originate from a person
- Monitoring the use by a person of the internet, email or any other form of e-communication
- Loitering in any place whether public or private
- Interfering with any property in the possession of a person
- Watching or spying on a person

**Transgender** – denoting or relating to a person whose personal identity and gender does not correspond to their birth sex.

# WHO WE ARE?

## ABOUT THE EMYA

The European Museum of the Year Award (EMYA) was founded in 1977 under the auspices of the Council of Europe, with the aim of supporting, encouraging, awarding and showcasing excellence and innovation in the museum field, particularly in the areas conceptualised by Kenneth Hudson as ‘public quality’.



## ABOUT THE EMF

The European Museum Forum is one of the leading organisations in Europe for developing the public quality of European museums and has established this primary position after over 40 years of providing its service. It runs the prestigious European Museum of the Year Awards scheme, which is an important occasion for promoting innovative approaches in the museum sector throughout the whole continent.

